Education Relations Commission
Ontario

Number 29

Leave Provisions:
1975-76, 1978-79
1981-82

January, 1983

LEAVE PROVISIONS: 1975-76, 1978-79, 1981-82

This monograph has been prepared by the Education Relations Commission as one of the services to parties involved in negotiations as outlined in the *School Boards and Teachers Collective Negotiations Act*.

The purpose of this publication is:

> to provide current and accurate information extracted from written collective agreements in a neutral capacity, to assist the parties during various stages of the negotiation process.

The contents of this monograph are based on collective agreements for the agreement years 1975-76, 1978-79, and 1981-82.

This monograph is made available on a request basis to the parties and others expressing an interest.

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INTRODUCTION

This monograph deals in some detail with leave provisions in Ontario teacher/school board collective agreements.

The leaves covered in this publication include:

- sabbatical
- extended leave
- maternity
- adoption
- paternity
- negotiations
- federation activity (short-term, long-term)
- bereavement
- miscellaneous leaves
  - emergency or personal
  - discretionary
  - examinations
  - graduations
  - board or school business
  - public office
  - inclement weather/acts of nature
  - religious days
  - enrolment in courses of study
  - moving
  - weddings

Part I presents a brief overview of the nature and frequency of various leaves, as well as trend analyses covering selected years (1975-76, 1978-79, 1981-82). In addition, significant differences according to agreement type (elementary, secondary or R.C.S.S.) are discussed.

Part II presents an agreement-by-agreement statistical record of leave provisions for 1981-82. These data are divided into three sections which correspond to agreement type (i.e., elementary, secondary and R.C.S.S.). Within each section, the agreements available for analysis appear in alphabetical order and the leave information for any particular agreement is contained on three pages according to the following format:

Page 1

Sabbatical/Education Improvement
Extended Absence

Page 2

Maternity
Adoption
Paternity
Federation Business
Negotiations
Compassionate/Bereavement

Page 3

Miscellaneous

As of the time of publication, 187 or 93.5% of the 200 agreements in force during 1981-82 in Elementary Boards of Education, Secondary Boards of Education and County and District Combined Roman Catholic Separate School Boards were on file with the Education Relations Commission. All 200 agreements were available for the agreement years 1975-76, and 1978-79.

PART I

OVERVIEW OF LEAVE PROVISIONS

1. Sabbatical Leave

Approximately 85% of the agreements on file for the 1981-82 agreement year contain a provision for sabbatical leave. The frequency of sabbatical leaves has remained virtually constant since 1975-76, and there is very little variation in the prevalence of these leaves according to agreement type (elementary, secondary, R.C.S.S.).

Most provisions require the applicant to have taught in the school system for a minimum length of time prior to taking sabbatical. The minimum service requirement ranges from 2 to 10 years, depending on the agreement, with the majority (approximately 75%) requiring at least 5 years service.

Virtually every sabbatical leave plan offers to continue paying the teacher's salary while he or she is on leave, although usually at a reduced rate. The most common figure is 70-79% of basic salary. Approximately 25% of the sabbatical leave plans will also supplement this basic salary. Depending upon the number of dependents supported by the teachers, the number of years the teacher has served with the board, or the number of sick leave days accumulated by the teachers, the board may boost the teacher's basic salary up to as high as 100% of his or her normal salary.

Approximately one in four elementary and secondary sabbatical leave plans establish an age limit or otherwise require that the leave must be taken within a specified period before retirement. Similar restrictions are found in R.C.S.S. agreements, but with less frequency.

Most plans require a teacher granted sabbatical leave to remain with the board for a number of years after his/her return from leave, in order that the system may share in the benefits from the leave. Most plans require the teacher to remain with the board for 2 or 3 years subsequent service.

Virtually every sabbatical plan contains a contractual provision for determining the maximum number of sabbatical leaves that can be granted each year. The methods vary. In some agreements it may hinge on "board discretion", in others it may be pegged to a specific percentage of staff or percentage of budget. In still others, the number of staff entitled to sabbatical leave may be specified right in the agreement, or a set amount of money may be ear marked for sabbatical leave, with the number of sabbaticals per year varying according to the cost of the teachers' salaries who are taking leave. If the method is number of staff, it typically ranges from 1.0 to 3.0 teachers depending upon the size of the school system. If percentage of staff is the method for determining the number of leaves, the range is usually from .5% to 1.0% of staff. Generally, "number of staff" is the most common method. Percentage of staff is used less frequently now than it once was, while the use of "board discretion" or a "flat $ fund" have become more common.

Although most agreements have established a method for determining the maximum number of sabbaticals, there is no guarantee a board will grant the full number; there may not be sufficient qualified applicants in some years to fill the quota; or in some boards, for one reason or another, those responsible may be reluctant to grant a leave. To ensure that sabbatical leave plans are in fact utilized, about 1 in 5 plans also include a clause stipulating a minimum number of sabbaticals which must be filled each year.

While a majority (60.5%) of sabbatical leave plans commit the school board to contributing its share of the costs of insured benefits during the period of leave, relatively few (13.6%) require the board to pay the costs of tuition.

Most plans (76.5%) allow for the accrual of teaching experience during leave, but few (10.5%) provide for accumulation of sick leave credits.

At one time the majority of sabbatical plans ensured re-employment; more recently there has been a trend toward making re-employment subject to surplus/redundancy procedures.

2. Extended Leave of Absence

Extended leaves of absence are also very common in teacher/school board agreements, and have become more so over time. In 1975-76, 54% of the agreements on file contained an extended leave; by 1981-82 it had increased to 75%. There is very little meaningful variation in the frequency of extended leave plans according to agreement type. All three panels (elementary, secondary, R.C.S.S.) have leave plans in at least 70% of their agreements.

Unlike sabbatical leaves, relatively few extended leaves of absence plans insist upon a minimum service requrirement prior to taking leave, nor do teachers receive salary when on leave or have the board contribute its share toward the cost of insured benefits. Although time spent on sabbatical leave accrues toward teaching experience, time spent on extended leave of absence in virtually every case does not.

On the other hand, simular to sabbatical leave, sick leave credits do not, as a general rule, accumulate under most extended leaves of absence, and re-employment is ensured, in most cases subject to surplus/ redundancy provisions.

3. Maternity Leave

Maternity leave is set out in the Employment Standards Act, 1974 (see Appendix A).

The act grants a pregnant employee who has been employed by her employer for at least twelve months and eleven weeks prior to the estimated date of her delivery, a minimum of 17 weeks leave - eleven weeks before expected delivery and six weeks following the actual birth of the child. The eleven week period can be shortened at the request of the employee with the consent of the employer. The six week period can also be shortened provided the employee: a) gives her employer one week notice of her intention to resume work; and b) provides her employer with a medical certificate stating she is able to return to work.

An employer can not terminate or lay off an employee who is entitled to maternity leave. However, the employer may initiate commencement of

the maternity leave at any time if the pregnancy interferes with the reasonable performance of her duties. An employer must also, upon advisement from the employee that she intends to resume work, reinstate her to her position or else provide her with comparable work at wages not less than she was receiving at the time of leave, with no loss of seniority or benefits accrued to the point of taking leave.

Most (approximately 75%) Ontario teacher/school board agreements go beyond the provisions of the Employment Standards Act. Of those that go beyond minimum requirements:

- approximately 54% allow for up to two years leave,
- about 50% allow teaching experience to accrue while the teacher is on leave, (at least for the 17 week period, and in some instances, longer),
- 61% of the plans guarantee re-employment subject to the surplus/redundancy provisions contained in the collective agreement.

Some agreements provide salary and/or welfare benefits to teachers on maternity leave. There are four plans on file, for the 1981-82 agreement year, which have established a subplan (subject to the approval of the Unemployment Insurance Commission) which pays to a teacher on maternity leave a salary allowance during the two week waiting period, prior to going on unemployment insurance. The size of the allowance received during this waiting period is equal to the benefits a teacher would normally receive over a similiar time interval from the U.I.C. (see Stormont, Dundas and Glengarry Elementary and Secondary, Carleton R.C.S.S., Ottawa R.C.S.S.).

Other boards, while not offering a salary allowance, do maintain their current contributions toward fringe benefit plans. The period over which the Board will continue paying these benefits varies from three months (Hearst R.C.S.S.) to 17 weeks (Dufferin Elementary, East Parry Sound Elementary, Ottawa Elementary, Dufferin Secondary, East Parry Sound Secondary, Hornepayne Secondary, Essex R.C.S.S., and Haldimand Norfolk R.C.S.S.), with some agreements providing for even longer periods of contribution (Timmins Elementary, Wentworth Elementary and Manitoulin Secondary).

A large number of agreements (over 40% in each panel) also explicitly state that the teacher may continue to participate in the various benefit

plans provided she pay 100% of the premium costs.

4. *Adoption Leave*

The frequency of adoption leave provisions has increased from 54% in 1975-76 to nearly 87% in 1981-82. The length of the leave varies, depending upon the particular agreement, from one day to two years. In most cases it tends to be for the same time interval as maternity leave. Pre-placement leave is offered in some agreements - but it is not a widespread practice being found in 14.5% of the elementary, 7.0% of the secondary, and 4.7% of the R.C.S.S. adoption leave provisions. In most cases, re-employment is ensured, subject to surplus/redundancy provisions.

5. *Paternity Leave*

The frequency of paternity leaves has also increased over time, from 16.5% in 1975-76 to 52.9% in 1981-82. They are more frequent in R.C.S.S. (81%) than in either elementary (44%) or secondary (42%) agreements. The maximum leave permitted ranges from 1 day to 20 or more, with a few agreements allowing the father the same time off as that which is permitted under maternity leave. In the majority of situations, the maximum leave permitted is either one or two days.

6. *Leave for Negotiations*

There has been an increase in the frequency of leaves for negotiations from 7.5% of the collective agreements in 1975-76 to 22.5% in 1981-82.

The number of teachers entitled to a negotiations leave varies from one teacher (the chief negotiator) up to as many as eight or more teachers, depending on the particular agreement.

Most (61.9%) agreements with negotiations leave in 1981-82 do not specify how long the leave shall last. Where a time period is explicitly established, it ranges from 2 days in some cases to as many as 50 days in others.

Over time, there has been a trend toward the branch affiliate reimbursing the Board for the salaries of the teachers on leave, or in

some cases, for the costs of supply teachers who may be needed to replace teachers.

7. Federation Leave

There has been an overall increase in short-term leave for federation activities (defined here as 5 days or fewer) from 23.5% of all agreements in 1975-76 to 44.4% in 1981-82. In 1981-82, such a leave is most common in R.C.S.S. agreements (60%) and less common in both elementary (38%) and secondary (38%) agreements

Long-term leave (defined as 6 or more days) for Branch Affiliate representatives/officials has also become more common. Tweleve percent of all agreements in 1975-76 had a long-term leave whereas 45% have such a leave in 1981-82. Secondary school agreements in 1981-82 are more likely to contain a long-term leave for Branch Affiliate representatives than either elementary (42%) or R.C.S.S. (33%) agreements. There is also a clear trend for the Branch Affiliates to reimburse the board for salary costs during the period of long-term leave. (Note: For a more thorough analysis of long-term federation leave, see Clause File No. 1[illegible].)

8. Bereavement Leave

Virtually every collective agreement (92.5%) in 1981-82, grants a bereavement leave in the case of a death in the immediate family. This has been a very common practice since 1975-76. In most cases, either 3 or 5 days leave is granted.

Bereavement leave to attend the funeral of an extended family member is less common, being found in 41% of all agreements in 1975-76, but increasing to almost 72% in 1981-82. In the majority of agreements where the length of the leave is specified, it is limited to 1 day, although approximately 1/3 (in 1981-82) allow for up to 3 days.

9. Miscellaneous Leaves

Virtually every collective agreement contains a "miscellaneous leave" provision. The types of leave vary from one agreement to another, but the most common, in 1981-82, are: emergency or personal leave (found

in 98% of the agreements), discretionary leave (98%), leave for examinations (73%), graduations (52%), and board or school business (48%). Less common are leaves to take public office (22%), absence due to inclement weather or other acts of nature (19%), religious days (17%), leaves to enrol in courses of study (16%), moving (14%) and weddings (11%).

There has not been a marked change in the frequency of leaves over time, nor does there seem to be significant differences in frequency according to agreement type.

TABLE 1

SABBATICAL LEAVES: ELEMENTARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Elementary Agreements on File	76		76		72	
Provision	63	100.0	64	100.0	60	100.0
Min. Years Teaching Service Req.						
Not Specified	4	6.3	7	10.9	7	11.7
3	0	0.0	0	0.0	0	0.0
4	1	1.6	1	1.6	0	0.0
5	17	27.0	16	25.0	15	25.0
6	14	22.2	13	20.3	12	20.0
7	25	39.7	24	37.5	24	40.0
8	0	0.0	0	0.0	0	0.0
10	2	3.2	3	4.7	2	3.3
Minimum Years Service Required with Board						
0	4	6.3	7	10.9	7	11.7
2	0	0.0	1	1.6	0	0.0
3	4	6.3	2	3.1	2	3.3
4	5	7.9	5	7.9	4	6.7
5	21	33.3	21	32.8	19	31.7
6	13	20.6	11	17.2	11	18.3
7	15	23.8	16	25.0	16	26.7
10	1	1.6	1	1.6	1	1.7
Basic Salary Provided						
Unspecified	2	3.2	3	4.7	3	5.0
Under 50%	1	1.6	1	1.6	0	0.0
50-59	9	14.3	7	11.0	5	8.3
60-69	9	14.3	7	11.0	6	10.0
70-79	29	46.0	29	45.3	29	48.3
80-89	8	12.7	10	15.6	10	16.7
90-100	3	4.8	4	6.3	4	6.7
Flat $ Amount	2	3.2	2	3.1	2	3.3
Other	0	0.0	1	1.6	1	1.7
Maximum Salary Provided						
Unspecified	8	12.7	3	4.7	3	5.0
Under 50%	1	1.6	0	0.0	0	0.0
50-59	1	1.6	1	1.6	1	1.7
60-69	6	9.5	5	7.9	4	6.8
70-79	23	36.5	27	42.2	26	43.3
80-89	14	22.2	14	21.9	12	20.0
90-100	8	12.7	12	18.7	12	20.0
Flat $ Amount	2	3.2	2	3.1	2	3.3
Other	0	0.0	0	0.0	0	0.0
Criterion for Determining Maximum						
No. of dependents	7		3		2	
Scholarship	0		0		0	
Years of experience	1		2		1	
CSL credits	3		4		4	
Board discretion	0		1		1	
Other	5		3		3	

.../2

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Age Limit						
Yes	12	19.0	6	9.4	4	6.7
No	51	81.0	46	71.9	44	73.3
No, but must be taken in specified period before retirement	-	-.-[1]	12	18.8	12	20.0
Subsequent Service Required						
Not specified	3	4.8	5	7.8	5	8.3
1 Year	0	0.0	0	0.0	0	0.0
2	21	33.3	17	26.6	13	21.7
3	36	57.1	35	54.7	35	58.3
4	1	1.6	1	1.6	1	1.7
5	0	0.0	1	1.6	1	1.7
Twice length of leave	0	0.0	3	4.7	4	6.7
Sliding scale	2	3.2	2	3.1	1	1.7
Method for Determining # of Leaves?						
Yes	54	85.7	62	96.9	59	98.3
No	9	14.3	2	3.1	1	1.7
Type of Method						
Board discretion	6	11.1	7	11.3	6	10.2
% of staff	22	40.7	18	29.0	15	25.4
No. of staff	22	40.7	27	43.5	26	44.1
% of budget	2	3.7	1	1.6	1	1.7
Fund of flat $ amount	2	3.7	8	12.9	10	16.9
Other	0	0.0	1	1.6	1	1.7
If Method is % of Staff						
Not specified	0	0.0	1	5.6	0	0.0
0.3	0	0.0	1	5.6	1	6.7
0.5	4	18.2	3	16.7	2	13.3
1.0	17	77.3	13	72.2	12	80.0
1.3	0	0.0	0	0.0	0	0.0
2.0	1	4.5	0	0.0	0	0.0
If Method is # of Staff						
0.0	0	0.0	0	0.0	0	0.0
1.0	10	45.5	13	48.1	13	50.0
1.2	0	0.0	0	0.0	1	3.8
1.5	0	0.0	0	0.0	0	0.0
2.0	3	13.6	7	25.9	4	15.4
3.0	6	27.3	4	14.8	5	19.2
4.0	2	9.1	1	3.7	1	3.8
5.0	0	0.0	1	3.7	1	3.8
6.0	0	0.0	0	0.0	0	0.0
9.0	1	4.5	0	0.0	0	0.0
9.9 or more	0	0.0	1	3.7	1	3.8
Mandatory Minimum # or %						
Yes	6	9.5	10	15.6	12	20.0
No	57	90.5	54	84.4	48	80.0

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	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Does Board Contribute to Tuition Costs?						
Yes	13	20.6	11	17.2	11	18.3
No	50	79.4	53	82.8	49	81.7
Do Sick Leave Credits Accumulate?						
Yes	12	19.0	7	10.9	7	11.7
No	37	58.7	39	60.9	37	61.7
No, but may be used to supplement sabbatical salary	4	6.3	4	6.3	4	6.7
Not specified	10	15.9	14	21.9	12	20.0
Does Board Contribute Toward Insurance Benefits?						
Yes	40	63.5	37	57.8	34	56.7
No	6	9.5	3	4.7	4	6.7
Qualified Yes	1	1.6	1	1.6	3	5.0
Unspecified	16	25.4	23	35.9	19	31.7
Is Re-employment Ensured?						
Yes	37	58.7	26	40.6	21	35.0
No	13	20.6	1	1.6	1	1.7
Not specified	13	20.6	12	18.8	6	10.0
Subject to surplus/redundancy procedure	0	0.0	25	39.1	32	53.3
Does Teaching Experience Accrue During Sabbatical?						
Yes	49	77.8	55	85.9	51	85.0
No	14	22.2	9	14.1	9	15.0

[1]Data not available for 1975-76

TABLE 2

SABBATICAL LEAVES: SECONDARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Secondary Agreements on File	76		76		67	
Provision	67	100.0	66	100.0	60	100.0
Min. Years Teaching Service Req.						
Not specified	4	6.0	7	10.6	5	8.3
3	0	0.0	0	0.0	1	1.7
4	0	0.0	0	0.0	0	0.0
5	21	31.3	20	30.3	16	26.7
6	12	17.9	14	21.2	15	25.0
7	27	40.3	22	33.3	20	33.3
8	0	0.0	0	0.0	1	1.7
10	3	4.5	3	4.5	2	3.3
Minimum Years Service Required with Board						
0	10	14.9	7	10.6	5	8.3
2	0	0.0	6	9.1	6	10.0
3	2	3.0	2	3.0	3	5.0
4	4	6.0	3	4.5	3	5.0
5	27	40.3	25	37.9	20	33.3
6	6	9.0	7	10.6	7	11.7
7	17	25.4	15	22.7	15	25.0
10	1	1.5	1	1.5	1	1.7
Basic Salary Provided						
Unspecified	2	3.0	3	4.5	3	5.0
Under 50%	0	0.0	0	0.0	0	0.0
50-59	11	16.4	10	15.2	7	11.7
60-69	10	15.0	6	9.0	7	11.7
70-79	29	43.3	28	42.5	25	41.7
80-89	9	13.4	11	16.7	10	16.7
90-100	3	4.5	4	6.0	4	6.7
Flat $ Amount	3	4.5	2	3.0	2	3.3
Other	0	0.0	2	3.0	2	3.3
Maximum Salary Provided						
Unspecified	4	6.0	3	4.5	3	5.0
Under 50%	0	0.0	0	0.0	0	0.0
50-59	2	3.0	3	4.5	1	1.7
60-69	6	9.0	4	6.0	4	6.7
70-79	27	40.3	27	40.9	24	40.0
80-89	15	22.4	12	18.2	12	20.0
90-100	10	14.9	14	21.2	13	21.7
Flat $ Amount	3	4.5	2	3.0	3	5.0
Other	0	0.0	1	1.5	0	0.0
Criterion for Determining Maximum						
No. of dependents	7		4		3	
Scholarship	0		0		0	
Years of experience	1		2		2	
CSL credits	0		5		6	
Board discretion	0		2		2	
Other	4		4		3	

.../2

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Age Limit						
Yes	17	25.4	6	9.1	5	8.3
No	50	74.6	47	71.2	43	71.7
No, but must be taken in specified period before retirement	-	-.-[1]	13	19.7	12	20.0
Subsequent Service Required						
Not specified	4	6.0	5	7.6	3	5.0
1 Year	0	0.0	0	0.0	1	1.7
2	21	31.3	13	19.7	8	13.3
3	36	53.7	35	53.0	34	56.7
4	1	1.5	1	1.5	1	1.7
5	0	0.0	0	0.0	0	0.0
Twice length of leave	0	0.0	10	15.2	12	20.0
Sliding scale	5	7.5	2	3.0	1	1.7
Method for Determining # of Leaves?						
Yes	51	76.1	65	98.5	60	100.0
No	16	23.9	1	1.5	0	0.0
Type of Method						
Board discretion	4	7.8	13	20.0	10	16.7
% of staff	16	31.4	11	16.9	8	13.3
No. of staff	26	51.0	27	41.5	27	45.0
% of budget	4	7.8	2	3.1	0	0.0
Fund of flat $ amount	1	2.0	11	16.9	14	23.3
Other	0	0.0	1	1.5	1	1.7
If Method is % of Staff						
Not specified	0	0.0	0	0.0	0	0.0
0.3	0	0.0	0	0.0	0	0.0
0.5	4	25.0	4	36.4	3	37.5
1.0	11	68.8	6	54.5	5	62.5
1.3	1	6.3	1	9.1	0	0.0
2.0	0	0.0	0	0.0	0	0.0
If Method is # of Staff						
0.0	0	0.0	0	0.0	0	0.0
1.0	9	34.6	12	44.4	13	48.1
1.2	0	0.0	0	0.0	0	0.0
1.5	0	0.0	0	0.0	1	3.7
2.0	4	15.4	5	18.5	3	11.1
3.0	7	26.9	5	18.5	5	18.5
4.0	3	11.5	3	11.1	2	7.4
5.0	1	3.8	1	3.7	2	7.4
6.0	0	0.0	0	0.0	0	0.0
9.0	1	3.8	0	0.0	0	0.0
9.9 or more	0	0.0	1	3.7	1	3.7
Mandatory Minimum # or %						
Yes	9	13.4	11	16.7	12	20.0
No	58	86.6	55	83.3	48	80.0

.../3

TABLE 2 cont'd

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Does Board Contribute to Tuition Costs?						
Yes	13	19.4	11	16.7	10	16.7
No	54	80.6	55	83.3	50	83.3
Do Sick Leave Credits Accumulate?						
Yes	10	14.9	8	12.1	8	13.3
No	30	44.8	30	45.5	27	45.0
No, but may be used to supplement sabbatical salary	6	9.0	5	7.6	5	8.3
Not specified	21	31.3	23	34.8	20	33.3
Does Board Contribute Toward Insured Benefits?						
Yes	43	64.2	42	63.6	40	66.7
No	4	6.0	1	1.5	1	1.7
Qualified yes	0	0.0	3	4.5	4	6.7
Unspecified	20	29.9	20	30.3	15	25.0
Is Re-employment Ensured?						
Yes	37	55.2	28	42.4	19	31.7
No	4	6.0	1	1.5	1	1.7
Not specified	26	38.8	10	15.2	5	8.3
Subject to surplus/redundancy procedure	0	0.0	27	40.9	35	58.3
Does Teaching Experience Accrue During Sabbatical?						
Yes	57	85.1	56	84.8	49	81.7
No	10	14.9	10	15.2	11	18.3

[1]Data not available for 1975-76

TABLE 3

SABBATICAL LEAVES: R.C.S.S.

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
R.C.S.S. Agreements on File	48		48		48	
Provision	39	100.0	39	100.0	42	100.0
Min. Years Teaching Service Req.						
Not specified	8	20.5	5	12.8	5	11.9
3	0	0.0	0	0.0	0	0.0
4	0	0.0	0	0.0	0	0.0
5	7	17.9	8	20.5	11	26.2
6	2	5.1	2	5.1	2	4.8
7	21	53.8	23	59.0	23	54.8
8	0	0.0	0	0.0	0	0.0
10	1	2.6	1	2.6	1	2.4
Minimum Years Service Required with Board						
0	8	20.5	5	12.8	5	11.9
2	0	0.0	0	0.0	0	0.0
3	1	2.6	1	2.6	1	2.4
4	0	0.0	0	0.0	0	0.0
5	7	17.9	10	25.6	12	28.6
6	2	5.1	2	5.1	2	4.8
7	20	51.3	20	51.3	21	50.0
10	1	2.6	1	2.6	1	2.4
Basic Salary Provided						
Unspecified	3	7.7	1	2.6	2	4.8
Under 50%	0	0.0	0	0.0	0	0.0
50-59	11	28.2	9	23.1	6	14.3
60-69	5	12.8	3	7.7	2	4.8
70-79	15	38.4	21	53.8	24	57.1
80-89	2	5.2	2	5.2	5	11.9
90-100	2	5.2	1	2.6	1	2.4
Flat $ Amount	1	2.6	1	2.6	1	2.4
Other	0	0.0	1	2.6	1	2.4
Maximum Salary Provided						
Unspecified	3	7.7	1	2.6	2	4.8
Under 50%	0	0.0	0	0.0	0	0.0
50-59	3	7.7	3	7.7	3	7.1
60-69	4	10.3	2	5.1	1	2.4
70-79	15	38.5	18	46.2	19	45.2
80-89	4	10.3	5	12.9	6	14.3
90-100	9	23.1	7	18.0	9	21.4
Flat $ Amount	1	2.6	1	2.6	1	2.4
Other	0	0.0	2	5.1	1	2.4
Criterion for Determining Maximum						
No. of dependents	5		5		2	
Scholarship	0		0		0	
Years of experience	3		2		2	
CSL credits	2		4		4	
Board discretion	0		1		2	
Other	3		0		2	

.../2

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Age Limit						
Yes	4	10.3	2	5.1	2	4.8
No	35	89.7	36	92.3	39	92.9
No, but must be taken in specified period before retirement	-	-.-[1]	1	2.6	1	2.4
Subsequent Service Required						
Not specified	3	7.7	2	5.1	2	4.8
1 Year	0	0.0	0	0.0	0	0.0
2	11	28.2	10	25.6	8	19.0
3	21	53.8	24	61.5	28	66.7
4	1	2.6	1	2.6	1	2.4
5	1	2.6	1	2.6	1	2.4
Twice length of leave	2	5.1	0	0.0	1	2.4
Sliding Scale	0	0.0	1	2.6	1	2.4
Method for Determining # of Leaves						
Yes	15	38.5	38	97.4	41	97.6
No	24	61.5	1	2.6	1	2.4
Type of Method						
Board discretion	4	26.7	23	60.5	22	53.7
% of staff	1	6.7	1	2.6	1	2.4
No. of staff	9	60.0	14	36.8	17	41.5
% of budget	1	6.7	0	0.0	0	0.0
Fund of flat $ amount	0	0.0	0	0.0	1	2.4
Other	0	0.0	0	0.0	0	0.0
If Method is % of Staff						
Not Specified	0	0.0	0	0.0	0	0.0
0.3	1	100.0	1	100.0	1	100.0
0.5	0	0.0	0	0.0	0	0.0
1.0	0	0.0	0	0.0	0	0.0
1.3	0	0.0	0	0.0	0	0.0
2.0	0	0.0	0	0.0	0	0.0
If Method is # of Staff						
0.0	0	0.0	0	0.0	1	5.9
1.0	6	66.7	11	78.6	13	76.5
1.2	0	0.0	0	0.0	0	0.0
1.5	0	0.0	0	0.0	0	0.0
2.0	3	33.3	2	14.3	2	11.8
3.0	0	0.0	1	7.1	1	5.9
4.0	0	0.0	0	0.0	0	0.0
5.0	0	0.0	0	0.0	0	0.0
6.0	0	0.0	0	0.0	0	0.0
9.0	0	0.0	0	0.0	0	0.0
9.9 or more	0	0.0	0	0.0	0	0.0
Mandatory Minimum # or %						
Yes	3	7.7	4	10.3	8	19.0
No	36	92.3	35	89.7	34	81.0

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	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Does Board Contribute to Tuition Costs?						
Yes	2	5.1	1	2.6	1	2.4
No	37	94.9	38	97.4	41	97.6
Do Sick Leave Credits Accumulate?						
Yes	5	12.8	2	5.1	2	4.8
No	9	23.1	11	28.2	17	40.5
No, but may be used to supplement sabbatical salary	4	10.3	4	10.3	3	7.1
Not specified	21	53.8	22	56.4	20	47.6
Does Board Contribute Toward Insured Benefits?						
Yes	17	43.6	19	48.7	24	57.1
No	2	5.1	2	5.1	3	7.1
Qualified yes	0	0.0	3	7.7	3	7.1
Unspecified	20	51.3	15	38.5	12	28.6
Is Re-employment Ensured?						
Yes	22	56.4	15	38.5	15	35.7
No	0	0.0	1	2.6	1	2.4
Not specified	17	43.6	20	51.3	16	38.1
Subject to surplus/redundancy procedure	0	0.0	3	7.7	10	23.8
Does Teaching Experience Accrue During Sabbatical?						
Yes	28	71.8	22	56.4	24	57.1
No	11	28.2	17	43.6	18	42.9

[1] Data not available for 1975-76

SABBATICAL LEAVES: TOTAL AGREEMENTS;

FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Total Agreements on File	200		200		187	
Provision	169	100.0	169	100.0	162	100.0
Min. Years Teaching Service Req.						
Not specified	16	9.5	19	11.2	17	10.5
3	0	0.0	0	0.0	1	0.6
4	1	0.6	1	0.6	0	0.0
5	45	26.6	44	26.0	42	25.9
6	28	16.6	29	17.2	29	17.9
7	73	43.2	69	40.8	67	41.4
8	0	0.0	0	0.0	1	0.6
10	6	3.6	7	4.1	5	3.1
Minimum Years Service Required with Board						
0	22	13.0	19	11.2	17	10.5
2	0	0.0	7	4.1	6	3.7
3	7	4.1	5	3.0	6	3.7
4	9	5.3	8	4.7	7	4.3
5	55	32.5	56	33.1	51	31.5
6	21	12.4	20	11.8	20	12.3
7	52	30.8	51	30.2	52	32.1
10	3	1.8	3	1.8	3	1.9
Basic Salary Provided						
Unspecified	7	4.1	7	4.1	8	4.9
Under 50%	1	0.6	1	0.6	0	0.0
50-59	31	18.4	26	15.4	18	11.1
60-69	24	14.2	16	9.5	15	9.2
70-79	73	43.2	78	46.1	78	48.2
80-89	19	11.3	23	13.6	25	15.4
90-100	8	4.7	9	5.9	9	5.5
Flat $ Amount	6	3.6	5	3.0	5	3.1
Other	0	0.0	4	2.4	4	2.5
Maximum Salary Provided						
Unspecified	15	8.9	7	4.1	8	4.9
Under 50%	1	0.6	0	0.0	0	0.0
50-59	6	3.6	7	4.1	5	3.1
60-69	16	9.5	11	6.6	9	5.5
70-79	65	38.4	72	42.6	69	42.6
80-89	33	19.6	31	18.4	30	18.5
90-100	27	16.0	33	19.6	34	21.0
Flat $ Amount	6	3.6	5	3.0	6	3.7
Other	0	0.0	3	1.8	1	0.6
Criterion for Determining Maximum						
No. of dependents	19		12		7	
Scholarship	0		0		0	
Years of experience	5		6		5	
CSL credits	5		13		14	
Board discretion	0		4		5	
Other	12		7		8	

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	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Age Limit						
Yes	33	19.5	14	8.3	11	6.8
No	136	80.5	129	76.3	126	77.8
No, but must be taken in specified period before retirement	-	-.-[1]	26	15.4	25	15.4
Subsequent Service Required						
Not specified	10	5.9	12	7.1	10	6.2
1 Year	0	0.0	0	0.0	1	0.6
2	53	31.4	40	23.7	29	17.9
3	93	55.0	94	55.6	97	59.9
4	3	1.8	3	1.8	3	1.9
5	1	0.6	2	1.2	2	1.2
Twice length of leave	2	1.2	13	7.7	17	10.5
Sliding Scale	7	4.1	5	3.0	3	1.9
Method for Determining # of Leaves						
Yes	120	71.0	165	97.6	160	98.8
No	49	29.0	4	2.4	2	1.2
Type of Method						
Board discretion	14	11.7	43	26.1	38	23.8
% of staff	39	32.5	30	18.2	24	15.0
No. of staff	57	47.5	68	41.2	70	43.8
% of budget	7	5.8	3	1.8	1	0.6
Fund of flat $ amount	3	2.5	19	11.5	25	15.6
Other	0	0.0	2	1.2	2	1.3
If Method is % of Staff						
Not Specified	0	0.0	1	3.3	0	0.0
0.3	1	2.6	2	6.7	2	8.3
0.5	8	20.5	7	23.3	5	20.8
1.0	28	71.8	19	63.3	17	70.8
1.3	1	2.6	1	3.3	0	0.0
2.0	1	2.6	0	0.0	0	0.0
If Method is # of Staff						
0.0	0	0.0	0	0.0	1	1.4
1.0	25	43.9	36	52.9	39	55.7
1.2	0	0.0	0	0.0	1	1.4
1.5	0	0.0	0	0.0	1	1.4
2.0	10	17.5	14	20.6	9	12.9
3.0	13	22.8	10	14.7	11	15.7
4.0	5	8.8	4	5.9	3	4.3
5.0	1	1.8	2	2.9	3	4.3
6.0	1	1.8	0	0.0	0	0.0
9.0	2	3.5	0	0.0	0	0.0
9.9 or more	0	0.0	2	2.9	2	2.9
Mandatory Minimum # or %						
Yes	18	10.7	25	14.8	32	19.8
No	151	89.3	144	85.2	130	80.2

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	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Does Board Contribute to Tuition Costs?						
Yes	28	16.6	23	13.6	22	13.6
No	141	83.4	146	86.4	140	86.4
Do Sick Leave Credits Accumulate?						
Yes	27	16.0	17	10.1	17	10.5
No	76	45.0	80	47.3	81	50.0
No, but may be used to supplement sabbatical salary	14	8.3	13	7.7	12	7.4
Not specified	52	30.8	59	34.9	52	32.1
Does Board Contribute Toward Insured Benefits?						
Yes	100	59.2	98	58.0	98	60.5
No	12	7.1	6	3.6	8	4.9
Qualified Yes	1	0.6	7	4.1	10	6.2
Unspecified	56	33.1	58	34.3	46	28.4
Is Re-employment Ensured?						
Yes	96	56.8	69	40.8	55	34.0
No	17	10.1	3	1.8	3	1.9
Not specified	56	33.1	42	24.9	27	16.7
Subject to surplus/redundancy procedures	0	0.0	55	32.5	77	47.5
Does Teaching Experience Accrue During Sabbatical?						
Yes	134	79.3	133	78.7	124	76.5
No	35	20.7	36	21.3	38	23.5

[1]Data not available for 1975-76

TABLE 5

LEAVE OF ABSENCE: ELEMENTARY

AGREEMENTS ONLY; FOR SELECTED YEARS, 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Elementary Agreements on File	76		76		72	
Provision	44	100.0	51	100.0	53	100.0
Minimum Years Service Required						
Not specified	34	77.3	43	84.3	45	84.9
1	1	2.3	0	0.0	0	0.0
2	5	11.4	3	5.9	4	7.5
3	3	6.8	4	7.8	3	5.7
4	0	0.0	0	0.0	0	0.0
5	1	2.3	1	2.0	1	1.9
6	0	0.0	0	0.0	0	0.0
8 or more	0	0.0	0	0.0	0	0.0
Salary Allowance Provided						
Yes	0	0.0	0	0.0	0	0.0
No	44	100.0	51	100.0	53	100.0
Do Sick Leave Credits Accumulate?						
Yes	0	0.0	0	0.0	0	0.0
Qualified yes	0	0.0	0	0.0	0	0.0
No	21	47.7	23	45.1	25	47.2
Not specified	23	52.3	28	54.9	28	52.8
Does Board Contribute to Insured Benefits?						
Yes	0	0.0	0	0.0	0	0.0
Qualfied yes	0	0.0	0	0.0	0	0.0
No	17	38.6	27	52.9	35	66.0
Not specified	27	61.4	24	47.1	18	34.0
Is Re-employment Ensured?						
Yes	12	27.3	14	27.5	6	11.3
No	11	25.0	1	2.0	0	0.0
Not specified	21	47.7	10	19.6	6	11.3
Subject to surplus/redundancy	0	0.0	26	51.0	41	77.4
Does Teaching Experience Accrue?						
Yes	5	11.4	1	2.0	1	1.9
No	39	88.6	50	98.0	52	98.1

TABLE 6

LEAVE OF ABSENCE: SECONDARY

AGREEMENTS ONLY; FOR SELECTED YEARS, 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Secondary Agreements on File	76		76		67	
Provision	43	100.0	53	100.0	53	100.0
Minimum Years Service Required						
Not specified	33	76.7	44	83.0	43	81.1
1	0	0.0	0	0.0	0	0.0
2	3	7.0	4	7.5	4	7.5
3	4	9.3	4	7.5	4	7.5
4	0	0.0	0	0.0	0	0.0
5	3	7.0	1	1.9	2	3.8
6	0	0.0	0	0.0	0	0.0
8 or more	0	0.0	0	0.0	0	0.0
Salary Allowance Provided						
Yes	2	4.7	0	0.0	0	0.0
No	41	95.3	53	100.0	53	100.0
Do Sick Leave Credits Accumulate?						
Yes	0	0.0	0	0.0	0	0.0
Qualified yes	0	0.0	0	0.0	0	0.0
No	13	30.2	29	54.7	26	49.1
Not specified	30	69.8	24	45.3	27	50.9
Does Board Contribute to Insured Benefits?						
Yes	1	2.3	0	0.0	0	0.0
Qualified yes	0	0.0	1	1.9	3	5.7
No	14	32.6	32	60.4	36	67.9
Not specified	28	65.1	20	37.7	14	26.4
Is Re-employment Ensured?						
Yes	15	34.9	12	22.6	5	9.4
No	4	9.3	1	1.9	0	0.0
Not Specified	24	55.8	10	18.9	4	7.5
Subject to surplus/redundancy	0	0.0	30	56.6	44	83.0
Does Teaching Experience Accrue?						
Yes	4	9.3	1	1.9	0	0.0
No	39	90.7	52	98.1	53	100.0

TABLE 7

LEAVE OF ABSENCE: R.C.S.S.

AGREEMENTS ONLY; FOR SELECTED YEARS, 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
R.C.S.S. Agreements on File	48		48		48	
Provision	21	100.0	24	100.0	34	100.0
Minimum Years Service Required						
Not specified	17	81.0	18	75.0	26	76.5
1	1	4.8	1	4.2	1	2.9
2	0	0.0	0	0.0	1	2.9
3	0	0.0	1	4.2	1	2.9
4	0	0.0	0	0.0	0	0.0
5	3	14.3	4	16.7	3	8.8
6	0	0.0	0	0.0	0	0.0
8 or more	0	0.0	0	0.0	2	5.9
Salary Allowance Provided						
Yes	0	0.0	0	0.0	0	0.0
No	21	100.0	24	100.0	34	100.0
Do Sick Leave Credits Accumulate?						
Yes	0	0.0	0	0.0	0	0.0
Qualified yes	0	0.0	1	4.2	0	0.0
No	8	38.1	7	29.2	14	41.2
Not specified	13	61.9	16	66.7	20	58.8
Does Board Contribute to Insured Benefits?						
Yes	0	0.0	0	0.0	0	0.0
Qualified yes	0	0.0	1	4.2	1	2.9
No	2	9.5	6	25.0	14	41.2
Not specified	19	90.5	17	70.8	19	55.9
Is Re-employment Ensured?						
Yes	7	33.3	5	20.8	8	23.5
No	0	0.0	0	0.0	0	0.0
Not specified	14	66.7	16	66.7	17	50.0
Subject to surplus/redundancy	0	0.0	3	12.5	9	26.5
Does Teaching Experience Accrue?						
Yes	0	0.0	1	4.2	1	2.9
No	21	100.0	23	95.8	33	97.1

TABLE 8

LEAVE OF ABSENCE: TOTAL AGREEMENTS;
FOR SELECTED YEARS, 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Total Agreements on File	200		200		187	
Provision	108	100.0	128	100.0	140	100.0
Minimum Years Service Required						
Not specified	84	77.8	105	82.0	114	81.4
1	2	1.9	1	0.8	1	0.7
2	8	7.4	7	5.5	9	6.4
3	7	6.5	9	7.0	8	5.7
4	0	0.0	0	0.0	0	0.0
5	7	6.5	6	4.7	6	4.3
6	0	0.0	0	0.0	0	0.0
8 or more	0	0.0	0	0.0	2	1.4
Salary Allowance Provided						
Yes	2	1.9	0	0.0	0	0.0
No	106	98.1	128	100.0	140	100.0
Do Sick Leave Credits Accumulate?						
Yes	0	0.0	0	0.0	0	0.0
Qualified yes	0	0.0	0	0.0	0	0.0
No	42	38.9	54	42.2	65	46.4
Not specified	66	61.1	74	57.8	75	53.6
Does Board Contribute to Insured Benefits?						
Yes	1	0.9	0	0.0	0	0.0
Qualfied yes	0	0.0	2	1.6	4	2.9
No	33	30.6	65	50.8	85	60.7
Not specified	74	68.5	61	47.7	51	36.4
Is Re-employment Ensured?						
Yes	34	31.5	31	24.2	19	13.6
No	15	13.9	2	1.6	0	0.0
Not specified	59	54.6	36	28.1	27	19.3
Subject to surplus/redundancy	0	0.0	59	46.1	94	67.1
Does Teaching Experience Accrue?						
Yes	9	8.3	3	2.3	2	1.4
No	99	91.7	125	97.7	138	98.6

TABLE 9

MATERNITY LEAVE: ELEMENTARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Elementary Agreements on File	76		76		72	
Provision Beyond Employment Standards Act	46	100.0	57	100.0	59	100.0
Maximum Period of Leave Permitted						
Remainder of school year	0	0.0	0	0.0	0	0.0
One school year	11	23.9	15	26.3	8	13.6
Remainder of school year plus additional school year	0	0.0	2	3.5	3	5.1
Two school years	26	56.5	32	56.1	39	66.1
Other	6	13.0	8	14.0	9	15.3
Not specified	3	6.5	0	0.0	0	0.0
Is there a Specified Period During which Experience is Accrued?						
Yes	18	39.1	1	1.8	1	1.7
Yes, with conditions	16	34.8	22	38.6	28	47.5
No	1	2.2	34	59.6	30	50.8
Not specified	11	23.9	0	0.0	0	0.0
Maximum Days Accrual						
20	0	0.0	0	0.0	0	0.0
30	0	0.0	0	0.0	0	0.0
60	6	17.6	0	0.0	0	0.0
65	0	0.0	6	24.0	0	0.0
75	2	5.9	0	0.0	0	0.0
85	4	11.8	7	28.0	18	60.0
99 or more	1	2.9	0	0.0	2	6.7
Not specified	21	61.8	12	48.0	10	33.3
Is Re-employment Ensured?						
Yes	-	-.-[1]	12	21.1	9	15.3
No	-	-.-	2	3.5	2	3.4
Not specified	-	-.-	17	29.8	7	11.9
Subject to surplus/redundancy	-	-.-	26	45.6	41	69.5

[1] Data not available for 1975-76

TABLE 10

MATERNITY LEAVE: SECONDARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Secondary Agreements on File	76		76		67	
Provision Beyond Employment Standards Act	40	100.0	48	100.0	46	100.0
Maximum Period of Leave Permitted						
Remainder of school year	2	5.0	1	2.1	1	2.2
One school year	8	20.0	10	20.8	5	10.9
Remainder of school year plus additional school year	1	2.5	4	8.3	4	8.7
Two school years	21	52.5	21	43.8	24	52.2
Other	3	7.5	12	25.0	12	26.1
Not specified	5	12.5	0	0.0	0	0.0
Is there a Specified Period During which Experience is Accrued?						
Yes	17	42.5	2	4.2	1	2.2
Yes, with conditions	7	17.5	21	43.8	26	56.5
No	0	0.0	25	52.1	19	41.3
Not specified	16	40.0	0	0.0	0	0.0
Maximum Days Accrual						
20	0	0.0	0	0.0	0	0.0
30	2	8.3	1	4.0	0	0.0
60	0	0.0	1	4.0	0	0.0
65	6	25.0	0	0.0	0	0.0
75	1	4.2	0	0.0	0	0.0
85	6	25.0	12	48.0	15	53.6
99 or more	0	0.0	1	4.0	4	14.3
Not specified	9	37.5	10	40.0	9	32.1
Is Re-employment Ensured?						
Yes	-	-.-[1]	9	18.8	6	13.0
No	-	-.-	0	0.0	0	0.0
Not specified	-	-.-	20	41.7	8	17.4
Subject to surplus/redundancy	-	-.-	19	39.6	32	69.6

[1] Data not available for 1975-76

TABLE 11

MATERNITY LEAVE: R.C.S.S.

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
R.C.S.S. Agreements on File	48		48		48	
Provision Beyond Employment Standards Act	27	100.0	31	100.0	36	100.0
Maximum Period of Leave Permitted						
Remainder of school year	0	0.0	1	3.2	3	8.3
One school year	6	22.2	9	29.0	6	16.7
Remainder of school year plus additional school year	1	3.7	2	6.5	3	8.3
Two school years	11	40.7	11	35.5	13	36.1
Other	5	18.5	8	25.8	11	30.6
Not specified	4	14.8	0	0.0	0	0.0
Is there a Specified Period During which Experience is Accrued?						
Yes	2	7.4	1	3.2	1	2.8
Yes, with conditions	10	37.0	11	35.5	13	36.1
No	0	0.0	18	58.1	22	61.1
Not specified	15	55.6	1	3.2	0	0.0
Maximum Days Accrual						
20	0	0.0	1	8.3	0	0.0
30	0	0.0	1	8.3	1	6.7
60	2	14.3	0	0.0	0	0.0
65	0	0.0	0	0.0	0	0.0
75	0	0.0	0	0.0	0	0.0
85	1	7.1	6	50.0	9	60.0
99 or more	0	0.0	0	0.0	1	6.7
Not specified	11	78.6	4	33.3	4	26.7
Is Re-employment Ensured?						
Yes	-	-.-[1]	6	19.4	6	16.7
No	-	-.-	1	3.2	1	2.8
Not specified	-	-.-	21	67.7	16	44.4
Subject to surplus/redundancy	-	-.-	2	6.5	13	36.1

[1] Data not available for 1975-76

TABLE 12

MATERNITY LEAVE: TOTAL AGREEMENTS;
FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Total Agreements on File	200		200		200	
Provision Beyond Employment Standards Act	113	100.0	136	100.0	141	100.0
Maximum Period of Leave Permitted						
Remainder of school year	2	1.8	2	1.5	4	2.8
One school year	25	22.1	34	25.0	19	13.5
Remainder of school year plus additional school year	2	1.8	8	5.9	10	7.1
Two school years	58	51.3	64	47.1	76	53.9
Other	14	12.4	28	20.6	32	22.7
Not specified	12	10.6	0	0.0	0	0.0
Is there a Specified Period During which Experience is Accrued?						
Yes	37	32.7	4	2.9	3	2.1
Yes, with conditions	33	29.2	54	39.7	67	47.5
No	1	0.9	77	56.6	71	50.4
Not specified	42	37.2	1	0.7	0	0.0
Maximum Days Accrual						
20	0	0.0	1	1.6	0	0.0
30	2	2.8	2	3.2	1	1.4
60	8	11.1	1	1.6	0	0.0
65	6	8.3	6	9.7	0	0.0
75	3	4.2	0	0.0	0	0.0
85	11	15.3	25	40.3	42	57.5
99 or more	1	1.4	1	1.6	7	9.6
Not specified	41	56.9	26	41.9	23	31.5
Is Re-employment Ensured?						
Yes	-	-.-[1]	27	19.9	21	14.9
No	-	-.-	3	2.2	3	2.1
Not specified	-	-.-	58	42.6	31	22.0
Subject to surplus/redundancy	-	-.-	47	34.6	86	61.0

[1] Data not available for 1975-76

TABLE 13

ADOPTION LEAVE: ELEMENTARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Elementary Agreements on File	76		76		72	
Provision	45	100.0	60	100.0	62	100.0
Pre-placement Leave						
Yes	4	8.9	7	11.7	9	14.5
No	41	91.1	53	88.3	53	85.5
Maximum Leave Permitted						
Not Specified	36	80.0	13	21.7	8	12.9
Same as maternity	2	4.4	32	53.3	37	59.7
Other	7	15.6	15	25.0	17	27.4
Is Re-employment Ensured?						
Yes	-	-.-	14	23.3	11	17.7
No	-	-.-	2	3.3	2	3.2
Not specified	-	-.-	19	31.7	8	12.9
Subject to surplus/redundancy	-	-.-	25	41.7	41	66.1

TABLE 14

ADOPTION LEAVE: SECONDARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Secondary Agreements on File	76		76		67	
Provision	41	100.0	50	100.0	57	100.0
Pre-placement Leave						
Yes	4	9.8	3	6.0	4	7.0
No	37	90.2	47	94.0	53	93.0
Maximum Leave Permitted						
Not specified	32	78.0	8	16.0	4	7.0
Same as maternity	1	2.4	22	44.0	29	50.9
Other	8	19.6	20	40.0	24	42.1
Is Re-employment Ensured?						
Yes	-	-.-	8	16.0	6	10.5
No	-	-.-	0	0.0	0	0.0
Not specified	-	-.-	25	50.0	11	19.3
Subject to surplus/redundancy	-	-.-	17	34.0	40	70.2

TABLE 15

ADOPTION LEAVE: R.C.S.S.

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
R.C.S.S. Agreements on File	48		48		48	
Provision	22	100.0	35	100.0	43	100.0
Pre-placement Leave						
Yes	5	22.7	0	0.0	2	4.7
No	17	77.3	35	100.0	41	95.3
Maximum Leave Permitted						
Not specified	20	90.9	4	11.4	6	14.0
Same as maternity	0	0.0	19	54.3	22	51.2
Other	2	9.1	12	34.3	15	34.8
Is Re-employment Ensured:						
Yes	-	-.-	3	8.6	5	11.6
No	-	-.-	0	0.0	1	2.3
Not specified	-	-.-	30	85.7	22	51.2
Subject to surplus/redundancy	-	-.-	2	5.7	15	34.9

TABLE 16

ADOPTION LEAVE: TOTAL AGREEMENTS;

FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Total Agreements on File	200		200		187	
Provision	108	100.0	145	100.0	162	100.0
Pre-placement Leave						
Yes	13	12.0	10	6.9	15	9.3
No	95	88.0	135	93.1	147	90.7
Maximum Leave Permitted						
Not specified	88	81.5	25	17.2	18	11.1
Same as maternity	3	2.8	73	50.3	88	54.3
Other	17	15.7	47	32.5	56	34.6
Is Re-employment Ensured?						
Yes	-	-.-	25	17.2	22	13.6
No	-	-.-	2	1.4	3	1.9
Not specified	-	-.-	74	51.0	41	25.3
Subject to surplus/redundancy	-	-.-	44	30.3	96	59.3

TABLE 17

PATERNITY LEAVE: ELEMENTARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Elementary Agreements on File	76		76		72	
Provision	6	100.0	19	100.0	32	100.0
Maximum Leave Permitted						
1	4	66.7	10	52.6	9	28.1
2	0	0.0	3	15.8	4	12.5
3	0	0.0	0	0.0	2	6.3
4	0	0.0	0	0.0	0	0.0
5	0	0.0	1	5.3	8	25.0
7	0	0.0	0	0.0	0	0.0
10	0	0.0	3	15.8	4	12.5
20 or more	0	0.0	0	0.0	1	3.1
Same as maternity	0	0.0	1	5.3	3	9.4
Not specified	2	33.3	1	5.3	1	3.1

TABLE 18

PATERNITY LEAVE: SECONDARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Secondary Agreements on File	76		76		67	
Provision	6	100.0	20	100.0	28	100.0
Maximum Leave Permitted						
1	2	33.3	13	65.0	12	42.9
2	1	16.7	2	10.0	3	10.7
3	1	16.7	1	5.0	3	10.7
4	0	0.0	0	0.0	0	0.0
5	1	16.7	1	5.0	5	17.9
7	0	0.0	0	0.0	1	3.6
10	0	0.0	0	0.0	0	0.0
20 or more	0	0.0	0	0.0	1	3.6
Same as maternity	0	0.0	2	10.0	2	7.1
Not specified	1	16.7	1	5.0	1	3.6

TABLE 19

ADOPTION LEAVE: R.C.S.S.

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
R.C.S.S. Agreements on File	48		48		48	
Provision	21	100.0	28	100.0	39	100.0
Maximum Leave Permitted						
1	17	81.0	21	75.0	23	59.0
2	1	4.8	4	11.3	10	25.6
3	0	0.0	0	0.0	1	2.6
4	0	0.0	1	3.6	0	0.0
5	0	0.0	0	0.0	0	0.0
7	0	0.0	0	0.0	0	0.0
10	0	0.0	0	0.0	0	0.0
20 or more	0	0.0	0	0.0	1	2.6
Same as maternity	0	0.0	0	0.0	1	2.6
Not specified	3	14.3	2	7.1	3	7.7

TABLE 20

ADOPTION LEAVE: TOTAL AGREEMENTS;

FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Total Agreements of File	200		200		187	
Provision	33	100.0	67	100.0	99	100.0
Maximum Leave Permitted						
1	23	69.7	44	65.7	44	44.4
2	2	6.1	9	13.4	17	17.2
3	1	3.0	1	1.5	6	6.1
4	0	0.0	1	1.5	0	0.0
5	1	3.0	2	3.0	13	13.1
7	0	0.0	0	0.0	1	1.0
10	0	0.0	3	4.5	4	4.0
20 or more	0	0.0	0	0.0	3	3.0
Same as maternity	0	0.0	3	4.5	6	6.1
Not specified	6	18.2	4	6.0	5	5.1

TABLE 21

NEGOTIATIONS LEAVE: ELEMENTARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Elementary Agreements on File	76		76		72	
Provision	3	100.0	12	100.0	15	100.0
If Yes, How Many Teachers May Be Granted Such Leave?						
1	1	33.3	0	0.0	1	6.7
2	0	0.0	6	50.0	5	33.3
3	1	33.0	0	0.0	0	0.0
4	0	0.0	0	0.0	1	6.7
5	0	0.0	2	16.7	2	13.3
6	0	0.0	0	0.0	0	0.0
7	0	0.0	0	0.0	0	0.0
8 or more	0	0.0	1	8.3	1	6.7
Not specified	1	33.3	3	25.0	5	33.3
Is There a Maximum Length Per Teacher?						
Yes	0	0.0	6	50.0	1	6.7
No	3	100.0	6	50.0	14	93.3
Maximum Days Per Teacher						
Not specified	0		0		0	
2	0		0		1	
3	0		0		0	
4	0		0		0	
5	0		0		0	
6	0		0		0	
9	0		0		0	
10	0		0		0	
12	0		0		0	
18	0		0		0	
20	0		6		0	
40	0		0		0	
50	0		0		0	
Is Board Reimbursed for Salary Costs						
Yes	0	0.0	3	25.0	6	40.0
No	1	33.3	7	58.3	2	13.3
Not specified	1	33.3	1	8.3	1	6.7
Qualified yes	1	33.3	1	8.3	6	40.0

TABLE 22

NEGOTIATIONS LEAVE: SECONDARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Secondary Agreements on File	76		76		67	
Provision	10	100.0	13	100.0	19	100.0
If Yes, How Many Teachers May Be Granted Such Leave?						
1	1	10.0	1	7.7	3	15.8
2	6	60.0	6	46.2	6	31.6
3	1	10.0	0	0.0	0	0.0
4	0	0.0	0	0.0	0	0.0
5	0	0.0	0	0.0	1	5.3
6	0	0.0	1	7.7	1	5.3
7	0	0.0	1	7.7	1	5.3
8 or more	0	0.0	0	0.0	1	5.3
Not specified	2	20.0	4	30.8	6	31.6
Is There a Maximum Length Per Teacher?						
Yes	9	90.0	8	61.5	10	52.6
No	1	10.0	5	38.5	9	47.4
Maximum Days Per Teacher						
Not specified	0		0		0	
2	1		0		0	
3	0		0		0	
4	0		0		0	
5	0		0		0	
6	1		0		0	
9	1		0		1	
10	0		0		1	
12	0		1		0	
18	0		1		1	
20	0		0		1	
40	6		3		3	
50	0		3		3	
Is Board Reimbursed for Salary Costs						
Yes	0	0.0	2	15.4	6	31.6
No	8	80.0	8	61.5	10	52.6
Not specified	2	20.0	0	0.0	1	5.3
Qualified yes	0	0.0	3	23.1	2	10.5

TABLE 23

NEGOTIATIONS LEAVE: R.C.S.S.

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-78, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
R.C.S.S. Agreements on File	48		48		48	
Provision	2	100.0	4	100.0	8	100.0
If Yes, How Many Teachers May Be Granted Such Leave?						
1	0	0.0	3	75.0	3	37.5
2	1	50.0	0	0.0	1	12.5
3	0	0.0	0	0.0	0	0.0
4	0	0.0	0	0.0	0	0.0
5	0	0.0	1	25.0	1	12.5
6	0	0.0	0	0.0	0	0.0
7	0	0.0	0	0.0	0	0.0
8 or more	0	0.0	0	0.0	0	0.0
Not specified	1	50.0	0	0.0	3	37.5
Is There a Maximum Length Per Teacher?						
Yes	2	100.0	3	75.0	5	62.5
No	0	0.0	1	25.0	3	37.5
Maximum Days Per Teacher						
Not specified	0		1		1	
2	1		1		1	
3	1		0		2	
4	0		1		0	
5	0		0		1	
6	0		0		0	
9	0		0		0	
10	0		0		0	
12	0		0		0	
18	0		0		0	
20	0		0		0	
40	0		0		0	
50	0		0		0	
Is Board Reimbursed for Salary Costs?						
Yes	0	0.0	0	0.0	1	12.5
No	1	50.0	2	50.0	2	25.0
Not specified	1	50.0	2	50.0	4	50.0
Qualified yes	0	0.0	0	0.0	1	12.5

TABLE 24

NEGOTIATIONS LEAVE: TOTAL AGREEMENTS;
FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Total Agreements on File	200		200		187	
Provision	15	100.0	29	100.0	42	100.0
If Yes, How Many Teachers May Be Granted Such Leave?						
1	2	13.3	4	13.8	7	16.7
2	7	46.7	12	41.4	12	28.6
3	2	13.3	0	0.0	0	0.0
4	0	0.0	0	0.0	1	2.4
5	0	0.0	3	10.3	4	9.5
6	0	0.0	1	3.4	1	2.4
7	0	0.0	1	3.4	1	2.4
8 or more	0	0.0	1	3.4	2	4.8
Not specified	4	26.7	7	24.1	14	33.3
Is There a Maximum Length Per Teacher?						
Yes	11	73.3	17	58.6	16	38.1
No	4	26.7	12	41.4	26	61.9
Maximum Days Per Teacher						
Not specified	0		1		1	
2	2		1		2	
3	1		0		2	
4	0		1		0	
5	0		0		1	
6	1		0		0	
9	1		0		1	
10	0		0		1	
12	0		1		0	
18	0		1		1	
20	0		6		1	
40	6		3		3	
50	0		3		3	
Is Board Reimbursed for Salary Costs?						
Yes	0	0.0	5	17.2	13	31.0
No	10	66.7	17	58.6	14	33.3
Not specified	4	26.7	3	10.3	6	14.3
Qualified yes	1	6.7	4	13.8	9	21.4

TABLE 25

FEDERATION LEAVE: ELEMENTARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Elementary Agreements on File	76		76		72	
Short Term Leave (5 days or fewer) for Federation Activities						
Yes	13	17.1	20	26.3	28	38.9
No	63	82.9	56	73.7	44	61.1
Long Term Leave (6 days or more) for Branch Affiliate Representatives/ Officials, etc.						
Yes	8	10.5	18	23.7	30	41.7
No	68	89.5	58	76.3	42	58.3
Is Board Reimbursed for Salary Costs of Long Term Leave?						
Yes	3	37.5	7	38.9	13	43.3
No	2	25.0	1	5.6	1	3.3
Not specified	3	37.5	0	0.0	1	3.3
Qualified yes	0	0.0	10	55.6	15	50.0

TABLE 26

FEDERATION LEAVE: SECONDARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Secondary Agreements on File	76		76		67	
Short Term Leave (5 days or fewer) for Federation activities						
Yes	13	17.1	21	27.6	26	38.8
No	63	82.9	55	72.4	41	61.2
Long Term Leave (6 days or more) for Branch Affiliate Representatives/ Officials, etc.						
Yes	13	17.1	28	36.8	39	58.2
No	63	82.9	48	63.2	28	41.8
Is Board Reimbursed for Salary Costs of Long Term Leave?						
Yes	1	7.7	15	53.6	21	53.8
No	9	69.2	0	0.0	1	2.6
Not specified	2	15.4	2	7.1	1	2.6
Qualfied yes	1	7.7	11	39.3	16	41.0

TABLE 27

FEDERATION LEAVE: R.C.S.S.

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
R.C.S.S. Agreements of File	48		48		48	
Short Term Leave (5 days or fewer) for Federation Activities						
Yes	21	43.8	27	56.3	29	60.4
No	27	56.3	21	43.8	19	39.6
Long Term Leave (6 days or more) for Branch Affiliate Representatives/ Officials, etc.						
Yes	3	6.3	6	12.5	16	33.3
No	45	93.8	42	87.5	32	66.7
Is Board Reimbursed for Salary Costs of Long Term Leave?						
Yes	1	33.3	2	33.3	10	62.5
No	1	33.3	1	16.7	2	12.5
Not specified	1	33.3	0	0.0	0	0.0
Qualfied yes	0	0.0	3	50.0	4	25.0

TABLE 28

FEDERATION LEAVE: TOTAL AGREEMENTS;

FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Total Agreements on File	200		200		187	
Short Term Leave (5 days or fewer) for Federation Activities						
Yes	47	23.5	68	34.0	83	44.4
No	153	76.5	132	66.0	104	55.6
Long Term Leave (6 days or more) for Branch Affiliate Representatives/ Officials, etc.						
Yes	24	12.0	52	26.0	85	45.5
No	176	88.0	148	74.0	102	54.5
Is Board Reimbursed for Salary Costs of Long Term Leave?						
Yes	5	20.8	24	46.2	44	51.8
No	12	50.0	2	3.8	4	4.7
Not specified	6	25.0	2	3.8	2	2.4
Qualified yes	1	4.2	24	46.2	35	41.2

TABLE 29

BEREAVEMENT LEAVE: ELEMENTARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Elementary Agreements on File	76		76		72	
Bereavement Leave for Immediate Family						
Yes	57	75.0	68	89.5	66	91.7
No	19	25.0	8	10.5	6	8.3
Minimum Length of Leave Per Occassion (days)						
1	0		1		1	
3	29		34		33	
4	1		3		3	
5	26		26		25	
6	1		1		1	
7	0		0		0	
Unspecified	0		3		3	
Breavement Leave for Extended Family						
Yes	31	40.8	44	57.9	46	63.9
No	45	59.2	32	42.1	26	36.1
Minimum Length of Leave Per Occassion (days)						
1	13		19		18	
2	1		4		4	
3	11		9		11	
4	1		0		0	
5	5		0		0	
Unspecified	0		12		13	

TABLE 30

BEREAVEMENT LEAVE: SECONDARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Secondary Agreements on File	76		76		67	
Breavement Leave for Immediate Family						
Yes	59	77.6	66	86.8	61	91.0
No	17	22.4	10	13.2	6	9.0
Minimum Length of Leave Per Occasion (days)						
1	0		0		0	
3	32		36		34	
4	3		3		4	
5	23		24		22	
6	0		0		0	
7	1		0		0	
Unspecified	0		3		1	
Breavement Leave for Extended Family						
Yes	21	27.6	49	64.5	48	71.6
No	55	72.4	27	35.5	19	28.4
Minimum Length of Leave Per Occasion (days)						
1	12		25		24	
2	1		1		1	
3	8		9		9	
4	0		0		0	
5	0		0		0	
Unspecified	0		14		14	

TABLE 31

BREAVEMENT LEAVE: R.C.S.S.

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
R.C.S.S. Agreements on File	48		48		48	
Bereavement Leave for Immediate Family						
Yes	45	93.7	47	97.9	46	95.8
No	3	6.3	1	2.1	2	4.2
Minimum Length of Leave Per Occasion (days)						
1	0		1		1	
3	13		15		10	
4	3		1		2	
5	29		27		29	
6	0		0		0	
7	0		0		0	
Unspecified	0		3		4	
Breavement Leave for Extended Family						
Yes	30	62.5	38	79.2	40	83.3
No	18	37.5	10	20.8	8	16.7
Minimum Length of Leave Per Occasion (days)						
1	13		21		20	
2	3		5		6	
3	13		9		10	
4	0		0		0	
5	1		1		1	
Unspecified	0		2		3	

TABLE 32

BEREAVEMENT LEAVE: TOTAL AGREEMENTS;
FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Total Agreements on File	200		200		187	
Breavement Leave for Immediate Family						
Yes	161	80.5	181	90.5	173	92.5
No	39	19.5	19	9.5	14	7.5
Minimum Length of Leave Per Occasion (days)						
1	0		2		2	
3	74		85		77	
4	7		7		9	
5	78		77		76	
6	1		1		1	
7	1		0		0	
Unspecified	0		9		8	
Breavement Leave for Extended Family						
Yes	82	41.0	131	65.5	134	71.7
No	118	59.0	69	34.5	53	28.3
Minimum Length of Leave Per Occasion (days)						
1	38		65		62	
2	5		10		11	
3	32		27		30	
4	1		0		0	
5	6		1		1	
Unspecified	0		28		30	

TABLE 33

MISCELLANEOUS LEAVES: ELEMENTARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Elementary Agreements on File	76	100.0	76	100.0	72	100.0
Provision						
Discretionary	-	-.-[1]	70	92.1	67	93.1
Board or school business	-	-.-	32	42.1	32	44.4
Courses	-	-.-	13	17.1	13	18.1
Emergency or personal	-	-.-	69	90.8	68	94.4
Examinations	-	-.-	50	65.8	49	68.1
Graduations	-	-.-	42	55.3	41	56.9
Moving	-	-.-	11	14.5	11	15.3
Public Office	-	-.-	14	18.4	15	20.8
Religious Days	-	-.-	16	21.1	15	20.8
Weather/Act of God	-	-.-	11	14.5	12	16.7
Weddings	-	-.-	9	11.8	9	12.5

TABLE 34

MISCELLANEOUS LEAVES: SECONDARY

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Secondary Agreements on File	76	100.0	76	100.0	67	100.0
Provision						
Discretionary	-	-.-[1]	69	90.8	63	94.0
Board or school business	-	-.-	33	43.4	29	43.3
Courses	-	-.-	14	18.4	15	22.4
Emergency or personal	-	-.-	69	90.8	63	94.0
Examinations	-	-.-	48	63.2	45	67.2
Graduations	-	-.-	38	50.0	35	52.2
Moving	-	-.-	11	14.5	10	14.9
Public Office	-	-.-	16	21.1	14	20.9
Religious Days	-	-.-	12	15.8	13	19.4
Weather/Act of God	-	-.-	10	13.2	12	17.9
Weddings	-	-.-	7	9.2	6	8.9

[1] Data not available for 1975-76

TABLE 35

MISCELLANEOUS LEAVES: R.C.S.S.

AGREEMENTS ONLY; FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
R.C.S.S. Agreements on File	48	100.0	48	100.0	48	100.0
Provision						
Discretionary	-	-.-[1]	45	93.8	45	93.8
Board or school business	-	-.-	23	47.9	25	52.1
Courses	-	-.-	1	2.1	1	2.1
Emergency or personal	-	-.-	42	87.5	44	91.7
Examinations	-	-.-	34	70.8	35	72.9
Graduations	-	-.-	17	35.4	18	37.5
Moving	-	-.-	3	6.3	4	8.3
Public Office	-	-.-	11	22.9	10	20.8
Religious Days	-	-.-	2	4.2	2	4.2
Weather/Act of God	-	-.-	7	14.6	9	18.8
Weddings	-	-.-	3	6.3	5	10.4

TABLE 36

MISCELLANEOUS LEAVES: TOTAL AGREEMENTS;

FOR SELECTED YEARS 1975-76, 1978-79, 1981-82

	AGREEMENT YEAR					
	1975-76		1978-79		1981-82	
	No.	%	No.	%	No.	%
Total Agreements on File	-	-.-	200	100.0	187	100.0
Provision						
Discretionary	-	-.-[1]	184	92.0	175	93.5
Board or school business	-	-.-	88	44.0	86	46.0
Courses	-	-.-	28	14.0	29	15.5
Emergency or personal	-	-.-	180	90.0	175	93.6
Examinations	-	-.-	132	66.0	129	69.0
Graduation	-	-.-	97	48.5	94	50.3
Moving	-	-.-	25	12.5	25	13.4
Public Office	-	-.-	41	20.5	39	20.9
Religious Days	-	-.-	30	15.0	30	16.1
Weather/Act of God	-	-.-	28	14.0	33	17.7
Weddings	-	-.-	19	9.5	20	10.7

[1] Data not available for 1975-76

EDUCATION RELATIONS COMMISSION
REPORT ON LEAVES <PAGE 1 OF 3>
1981-1982 AGREEMENT YEAR

		SABBATICAL LEAVE								EXTENDED LEAVE OF ABSENCE		
		YEARS TEACHING SERVICE REQUIRED TO QUALIFY										
AGREEMENT TYPE	BOARD NAME	PROVISION	MINIMUM	MINIMUM WITH BOARD	BASIC SALARY(%)	SUBSEQUENT YEARS OF SERVICE REQUIRED1	METHOD OF DETERMINING NUMBER OF LEAVES2	IF METHOD IS % OR # ITS VALUE	PROVISION	MINIMUM YEARS OF TEACHING SERVICE TO QUALIFY	FULL-TIME EQUIVALENT STAFF JANUARY 31
ELEMENTARY											
	ATIKOKAN E	YES	5	3	FLATS AMT	3	BD. DISCRET	0.0	YES	UNSPEC	32
	BRANT E	YES	5	5	75	.SLIDE SC.	.# OF STAFF	2.0	NO	0	529
	BRUCE E	YES	5	3	75	3	BD. DISCRET	0.0	YES	UNSPEC	340
	CARLETON E	YES	7	7	75	2	BD. DISCRET	0.0	YES	UNSPEC	1164
	CENTRAL ALGOMA	NO	0	0	0	0	0	0.0	NO	0	86
	CHAPLEAU E	YES	7	7	75	2	.# OF STAFF	1.0	YES	2	17
	C.IROQ.FALLS E	YES	7	5	75	3	.# OF STAFF	1.0	NO	0	80
	DRYDEN E	YES	7	7	80	3	.# OF STAFF	5.0	YES	3	152
	DUFFERIN E	YES	.UNSPEC	.UNSPEC	50	UNSPEC	FLAT $ FUND	0.0	YES	UNSPEC	235
	DURHAM E	YES	7	7	60	5	.% OF STAFF	.3	YES	UNSPEC	1406
	E.PARRY SOUND	YES	5	5	75	3	.# OF STAFF	1.2	YES	UNSPEC	143
	EAST YORK E	YES	6	6	80	2	.% OF STAFF	1.0	YES	UNSPEC	415
	ELGIN COUNTY E	NO	0	0	0	0	0	0.0	YES	UNSPEC	432
	ESPANOLA E	YES	7	7	75	3	.# OF STAFF	1.0	YES	UNSPEC	67
	ESSEX COUNTY E	YES	10	5	50	3	.% OF STAFF	1.0	YES	UNSPEC	474
	ETOBICOKE E	YES	6	6	80	2	.% OF STAFF	1.0	YES	UNSPEC	1121
	FT FR-RAINY R	YES	5	5	70	3	FLAT $ FUND	0.0	YES	UNSPEC	121
	FRONTENAC CTY	YES	7	7	75	3	.% OF STAFF	1.0	YES	UNSPEC	536
	GERALDTON E	YES	7	7	66	3	.# OF STAFF	1.0	YES	UNSPEC	35
	GREY CTY E	YES	7	4	68	2	% OF BUDGET	.8	YES	2	463
	HALDIMAND E	YES	5	5	70	4	.# OF STAFF	1.0	YES	UNSPEC	211
	HALIBURTON CTY	YES	.UNSPEC	.UNSPEC	UNSPEC	UNSPEC	UNSPEC	0.0	YES	UNSPEC	78
	HALTON E	NO	0	0	0	0	0	0.0	YES	UNSPEC	1314
	HAMILTON E	YES	10	7	75	3	.% OF STAFF	.5	YES	UNSPEC	1323
	HASTINGS CTY E	YES	5	5	75	3	.% OF STAFF	1.0	YES	UNSPEC	561
	HEARST E	NO	0	0	0	0	0	0.0	NO	0	21
	HORNEPAYNE E	YES	5	5	75	3	.# OF STAFF	1.0	NO	0	13
	HURON CTY E	YES	5	5	100	3	FLAT $ FUND	0.0	YES	UNSPEC	354
	KAPUSKASING E	YES	7	7	75	3	.# OF STAFF	1.0	YES	UNSPEC	37
	KENORA E	YES	7	7	FLATS AMT	3	.# OF STAFF	1.0	NO	0	110
	KENT CTY E	YES	6	6	75	2 X LEAVE	FLAT $ FUND	0.0	NO	0	525
	KIRKLAND LAKE	YES	5	5	75	3	BD. DISCRET	0.0	NO	0	63
	LAKEHEAD E	YES	.UNSPEC	.UNSPEC	75	3	OTHER	0.0	YES	UNSPEC	615
	LAKE SUPERIOR	NO	0	0	0	0	0	0.0	YES	3	57
	LAMBTON CTY E	YES	5	5	75	3	.# OF STAFF	4.0	YES	UNSPEC	644
	LANARK CTY E	YES	5	5	75	3	.# OF STAFF	1.0	YES	3	261

1> 2 X LEAVE=TWICE LENGTH OF LEAVE; EQUAL LV.=EQUAL TO LENGTH OF LEAVE; SLIDE SC.=SLIDING SCALE
2> BD. DISCRET=SCHOOL BOARD DISCRETION
IF THERE IS NO LEAVE PROVISION, REMAINING COLUMNS CONTAIN A "0"

EDUCATION RELATIONS COMMISSION
REPORT ON LEAVES <PAGE 1 OF 3>
1981-1982 AGREEMENT YEAR

		SABBATICAL LEAVE								EXTENDED LEAVE OF ABSENCE			
		YEARS TEACHING SERVICE REQUIRED TO QUALIFY											
AGREEMENT TYPE	BOARD NAME	PROVISION	MINIMUM	MINIMUM WITH BOARD	BASIC SALARY<%>	SUBSEQUENT YEARS OF SERVICE REQUIRED1	METHOD OF DETERMINING NUMBER OF LEAVES2	IF METHOD IS % OR # ITS VALUE	PROVISION	MINIMUM YEARS OF TEACHING SERVICE TO QUALIFY	FULL-TIME EQUIVALENT STAFF JANUARY 31
	LEEDS,GREN E	YES	5	5	80	3	.# OF STAFF	3.0	YES	UNSPEC	479
	LENNOX,ADD. E	YES	.UNSPEC	.UNSPEC	UNSPEC	UNSPEC	FLAT $ FUND	0.0	YES	UNSPEC	240
	LINCOLN CTY E	YES	7	7	75	3	.% OF STAFF	1.0	YES	UNSPEC	843
	LONDON E	YES	10	10	100	2 X LEAVE	.# OF STAFF	3.0	NO	0	1179
	MANITOULIN E	NO	0	0	0	0	0	0.0	YES	UNSPEC	52
	MICHIPICOTEN E	YES	5	5	75	3	.# OF STAFF	1.0	YES	UNSPEC	21
	MIDDLESEX CTY	YES	7	5	75	3	FLAT $ FUND	0.0	YES	UNSPEC	385
	MUSKOKA E	YES	7	5	70	3	.# OF STAFF	2.0	NO	0	236
	NIAGARA SO.E	NO	0	0	0	0	0	0.0	YES	UNSPEC	854
	NIP-RED ROCK E	NO	0	0	0	0	0	0.0	YES	2	34
	NIPISSING E	YES	7	4	75	3	.# OF STAFF	2.0	NO	0	259
	NORFOLK CTY E	YES	5	5	75	2	.# OF STAFF	2.0	YES	UNSPEC	286
	NORTH SHORE E	NO	0	0	0	0	0	0.0	NO	0	119
	NORTHUMBERLAND	YES	.UNSPEC	.UNSPEC	UNSPEC	UNSPEC	FLAT $ FUND	0.0	YES	UNSPEC	582
	NORTH YORK E	YES	6	6	80	2	.% OF STAFF	1.0	YES	UNSPEC	2124
	OTTAWA E	YES	7	7	75	2	FLAT $ FUND	0.0	YES	5	1097
	OXFORD CTY E	YES	7	5	75	3	.% OF STAFF	1.0	NO	0	468
	PEEL E	YES	.UNSPEC	.UNSPEC	90	UNSPEC	FLAT $ FUND	0.0	YES	UNSPEC	2499
	PERTH CTY E	YES	7	5	75	3	.# OF STAFF	3.0	YES	UNSPEC	360
	PETERBOROUGH E	YES	5	5	50	2	.# OF STAFF	2.0	NO	0	518
	PRES,RUSSELL E	NO	0	0	0	0	0	0.0	YES	UNSPEC	81
	PRINCE EDWARD	NO	0	0	0	0	0	0.0	YES	UNSPEC	118
	RED LAKE E	YES	7	4	67	3	BD. DISCRET	0.0	YES	2	61
	RENFREW E	YES	6	6	OTHER	2 X LEAVE	.% OF STAFF	1.0	YES	UNSPEC	376
	S.S.MARIE E	YES	7	7	50	3	.% OF STAFF	.5	NO	0	422
	SCARBOROUGH E	YES	6	6	80	2	.% OF STAFF	1.0	YES	UNSPEC	2534
	SIMCOE CTY E	YES	5	5	70	2	.# OF STAFF	2.0	YES	UNSPEC	1257
	S.D.GLENGARRY	YES	7	7	75	3	FLAT $ FUND	0.0	YES	UNSPEC	348
	SUDBURY E	YES	7	7	67	3	.# OF STAFF	1.0	YES	UNSPEC	599
	TIMISKAMING E	YES	6	4	80	3	.# OF STAFF	1.0	NO	0	147
	TIMMINS E	YES	6	6	67	3	.# OF STAFF	3.0	NO	0	166
	TORONTO E	YES	6	6	80	2	.% OF STAFF	1.0	YES	UNSPEC	2588
	WATERLOO CTY E	YES	6	6	75	2 X LEAVE	.# OF STAFF	9.9+	YES	UNSPEC	1610
	WELLINGTON CTY	YES	.UNSPEC	.UNSPEC	50	3	BD. DISCRET	0.0	NO	0	685
	WENTWORTH CTY	YES	7	7	75	2	.% OF STAFF	.5	YES	UNSPEC	539
	W.PARRY SOUND	YES	7	7	80	3	.# OF STAFF	1.0	NO	0	115
	WINDSOR E	YES	6	6	100	2	.# OF STAFF	3.0	YES	UNSPEC	728
	YORK BOROUGH E	YES	6	6	80	2	.% OF STAFF	1.0	YES	UNSPEC	543
	YORK REGION	NO	0	0	0	0	0	0.0	YES	UNSPEC	1304
# OF CASES	75										

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REPORT ON LEAVES <PAGE 2 OF 3>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	MATERNITY LEAVE: PROVISION BEYOND EMPLOYMENT STANDARDS ACT	MATERNITY LEAVE: MAXIMUM3 PERIOD OF LEAVE	ADOPTION LEAVE: PROVISION	ADOPTION LEAVE: MAXIMUM NUMBER4 OF DAYS	PATERNITY LEAVE5: PROVISION	PATERNITY LEAVE5: MAXIMUM NUMBER OF DAYS	FEDERATION BUSINESS LEAVE: 1-5 DAYS	FEDERATION BUSINESS LEAVE: 6+ DAYS	NEGOTIATIONS LEAVE	COMPASSIONATE-BEREAVEMENT LEAVE6: DAYS PER OCCASION IMMEDIATE FAMILY	COMPASSIONATE-BEREAVEMENT LEAVE6: DAYS PER OCCASION EXTENDED FAMILY
ELEMENTARY												
	ATIKOKAN E	NO	17 WEEKS	NO	0	NO	0	NO	NO	NO	5	NO REFER
	BRANT E	YES	OTHER	YES	AS MAT	NO	0	NO	NO	NO	3	1
	BRUCE E	YES	OTHER	YES	AS MAT	NO	0	YES	NO	NO	3	1
	CARLETON E	YES	2 YEARS	YES	AS MAT	NO	0	YES	YES	NO	5	3
	CENTRAL ALGOMA	YES	2 YEARS	NO	0	NO	0	NO	NO	NO	NO REFER	NO REFER
	CHAPLEAU E	YES	OTHER	NO	0	NO	0	NO	NO	NO	5	NO REFER
	C.IROQ.FALLS E	YES	2 YEARS	YES	98+	NO	0	NO	NO	NO	5	NO REFER
	DRYDEN E	YES	2 YEARS	YES	30	YES	1	NO	YES	NO	5	NO REFER
	DUFFERIN E	YES	REM YR+1	YES	AS MAT	NO	0	YES	NO	NO	3	NO REFER
	DURHAM E	YES	2 YEARS	YES	98+	NO	0	NO	YES	NO	5	3
	E.PARRY SOUND	YES	2 YEARS	YES	AS MAT	NO	0	NO	YES	NO	3	1
	EAST YORK E	YES	2 YEARS	YES	AS MAT	YES	5	YES	YES	YES	3	UNSPEC
	ELGIN COUNTY E	NO	17 WEEKS	YES	3	YES	2	YES	NO	NO	3	1
	ESPANOLA E	YES	1 YEAR	YES	UNSPEC	NO	0	NO	NO	NO	3	1
	ESSEX COUNTY E	NO	17 WEEKS	YES	98+	NO	0	NO	NO	NO	3	1
	ETOBICOKE E	YES	2 YEARS	YES	AS MAT	YES	5	YES	YES	YES	3	UNSPEC
	FT FR-RAINY R	YES	2 YEARS	YES	AS MAT	NO	0	YES	NO	NO	5	UNSPEC
	FRONTENAC CTY	YES	2 YEARS	YES	UNSPEC	YES	10	YES	YES	NO	NO REFER	NO REFER
	GERALDTON E	YES	2 YEARS	YES	AS MAT	YES	AS MAT	YES	NO	NO	5	NO REFER
	GREY CTY E	YES	2 YEARS	YES	AS MAT	YES	1	NO	NO	NO	5	1
	HALDIMAND E	YES	2 YEARS	YES	1	YES	1	YES	NO	NO	3	NO REFER
	HALIBURTON CTY	YES	2 YEARS	YES	AS MAT	NO	0	NO	NO	NO	3	NO REFER
	HALTON E	YES	REM YR+1	YES	30	NO	0	NO	YES	NO	3	1
	HAMILTON E	YES	2 YEARS	YES	98+	YES	1	NO	YES	NO	5	1
	HASTINGS CTY E	YES	2 YEARS	YES	UNSPEC	YES	UNSPEC	NO	YES	NO	3	3
	HEARST E	NO	17 WEEKS	NO	0	NO	0	NO	NO	NO	NO REFER	NO REFER
	HORNEPAYNE E	NO	17 WEEKS	NO	0	NO	0	NO	NO	NO	4	NO REFER
	HURON CTY E	YES	OTHER	YES	AS MAT	NO	0	YES	YES	NO	3	1
	KAPUSKASING E	NO	17 WEEKS	YES	30	NO	0	YES	NO	NO	5	UNSPEC
	KENORA E	NO	17 WEEKS	NO	0	NO	0	NO	NO	NO	NO REFER	NO REFER
	KENT CTY E	YES	2 YEARS	YES	AS MAT	YES	1	YES	YES	YES	5	3
	KIRKLAND LAKE	YES	2 YEARS	YES	AS MAT	NO	0	NO	NO	NO	UNSPEC	NO REFER
	LAKEHEAD E	NO	17 WEEKS	YES	30	NO	0	YES	YES	NO	5	1
	LAKE SUPERIOR	YES	2 YEARS	YES	UNSPEC	YES	3	NO	NO	NO	5	NO REFER
	LAMBTON CTY E	YES	2 YEARS	YES	1	YES	1	NO	YES	YES	3	1
	LANARK CTY E	YES	1 YEAR	YES	AS MAT	YES	10	NO	NO	NO	3	2
	LEEDS,GREN E	YES	2 YEARS	YES	AS MAT	YES	20	YES	NO	NO	5	1
	LENNOX,ADD. E	YES	2 YEARS	YES	UNSPEC	NO	0	NO	NO	NO	5	3
	LINCOLN CTY E	YES	2 YEARS	YES	AS MAT	NO	0	NO	YES	NO	4	2

3> REM YEAR=REMAINDER OF SCHOOL YEAR; 1 YEAR=1 SCHOOL YEAR; REM YR+1=REMAINDER OF SCHOOL YEAR PLUS 1 SCHOOL YEAR
4> AS MAT=SAME AS MATERNITY LEAVE
5> AS MAT.=SAME AS MATERNITY LEAVE; 98+=98 DAYS OR MORE; UNSPEC=NOT SPECIFIED
6> IMMEDIATE AND EXTENDED FAMILY AS DEFINED IN WRITTEN COLLECTIVE AGREEMENT; NO REFER=NO REFERENCE IN AGREEMENT

EDUCATION RELATIONS COMMISSION
REPORT ON LEAVES <PAGE 2 OF 3>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	MATERNITY LEAVE: PROVISION BEYOND EMPLOYMENT STANDARDS ACT	MATERNITY LEAVE: MAXIMUM3 PERIOD OF LEAVE	ADOPTION LEAVE: PROVISION	ADOPTION LEAVE: MAXIMUM NUMBER4 OF DAYS	PATERNITY LEAVE5: PROVISION	PATERNITY LEAVE5: MAXIMUM NUMBER OF DAYS	FEDERATION BUSINESS LEAVE: 1-5 DAYS	FEDERATION BUSINESS LEAVE: 6+ DAYS	NEGOTIATIONS LEAVE	COMPASSIONATE-BEREAVEMENT LEAVE6: DAYS PER OCCASION IMMEDIATE FAMILY	COMPASSIONATE-BEREAVEMENT LEAVE6: DAYS PER OCCASION EXTENDED FAMILY
	LONDON E	NO	17 WEEKS	NO	0	NO	0	NO	NO	NO	.NO REFER	NO REFER
	MANITOULIN E	YES	1 YEAR	YES	AS MAT	NO	0	NO	NO	NO	5	NO REFER
	MICHIPICOTEN E	YES	1 YEAR	YES	AS MAT	YES	10	NO	NO	NO	3	NO REFER
	MIDDLESEX CTY	YES	OTHER	NO	0	NO	0	NO	NO	NO	3	1
	MUSKOKA E	NO	17 WEEKS	NO	0	NO	0	NO	NO	NO	.NO REFER	NO REFER
	NIAGARA SO.E	YES	2 YEARS	YES	AS MAT	YES	AS MAT	YES	YES	NO	1	1
	NIP-RED ROCK E	YES	2 YEARS	YES	30	NO	0	YES	YES	NO	5	NO REFER
	NIPISSING E	YES	2 YEARS	YES	UNSPEC	NO	0	NO	NO	NO	5	1
	NORFOLK CTY E	NO	17 WEEKS	YES	98+	YES	1	NO	NO	NO	3	NO REFER
	NORTH SHORE E	NO	17 WEEKS	NO	0	NO	0	YES	YES	NO	5	3
	NORTHUMBERLAND	YES	1 YEAR	YES	AS MAT	YES	5	NO	YES	NO	3	1
	NORTH YORK E	YES	2 YEARS	YES	AS MAT	YES	5	YES	YES	YES	3	UNSPEC
	OTTAWA E	YES	REM YR+1	YES	AS MAT	YES	AS MAT	NO	YES	YES	4	1
	OXFORD CTY E	YES	2 YEARS	YES	AS MAT	YES	1	YES	NO	NO	5	2
	PEEL E	YES	1 YEAR	YES	60	NO	0	NO	YES	YES	3	2
	PERTH CTY E	YES	OTHER	YES	AS MAT	NO	0	YES	YES	NO	3	UNSPEC
	PETERBOROUGH E	YES	1 YEAR	YES	UNSPEC	YES	2	NO	NO	NO	3	1
	PRES,RUSSELL E	YES	OTHER	YES	98+	YES	2	NO	NO	YES	5	3
	PRINCE EDWARD	YES	2 YEARS	YES	AS MAT	YES	10	NO	NO	NO	3	NO REFER
	RED LAKE E	NO	17 WEEKS	YES	40	NO	0	NO	NO	NO	UNSPEC	UNSPEC
	RENFREW E	YES	1 YEAR	YES	AS MAT	NO	0	NO	YES	YES	3	UNSPEC
	S.S.MARIE E	YES	2 YEARS	YES	AS MAT	NO	0	YES	NO	NO	UNSPEC	UNSPEC
	SCARBOROUGH E	YES	2 YEARS	YES	AS MAT	YES	5	YES	YES	YES	3	UNSPEC
	SIMCOE CTY E	YES	1 YEAR	YES	30	YES	3	YES	NO	NO	UNSPEC	UNSPEC
	S.D.GLENGARRY	YES	OTHER	YES	AS MAT	NO	0	NO	NO	NO	3	NO REFER
	SUDBURY E	YES	2 YEARS	YES	98+	YES	2	YES	NO	YES	5	NO REFER
	TIMISKAMING E	NO	17 WEEKS	YES	UNSPEC	NO	0	NO	NO	YES	5	NO REFER
	TIMMINS E	YES	2 YEARS	YES	98+	NO	0	NO	NO	NO	6	3
	TORONTO E	YES	2 YEARS	YES	AS MAT	YES	5	YES	YES	YES	3	UNSPEC
	WATERLOO CTY E	YES	OTHER	YES	AS MAT	YES	1	YES	NO	NO	5	3
	WELLINGTON CTY	YES	2 YEARS	YES	AS MAT	NO	0	NO	YES	YES	5	3
	WENTWORTH CTY	YES	2 YEARS	YES	AS MAT	YES	3	NO	YES	NO	3	NO REFER
	W.PARRY SOUND	YES	2 YEARS	YES	AS MAT	YES	1	NO	NO	NO	3	UNSPEC
	WINDSOR E	YES	2 YEARS	YES	AS MAT	YES	1	YES	YES	NO	3	3
	YORK BOROUGH E	YES	2 YEARS	YES	AS MAT	YES	5	YES	YES	YES	3	UNSPEC
	YORK REGION	YES	2 YEARS	YES	60	YES	5	NO	YES	NO	3	NO REFER

OF CASES 75

3> REM YEAR=REMAINDER OF SCHOOL YEAR; 1 YEAR=1 SCHOOL YEAR; REM YR+1=REMAINDER OF SCHOOL YEAR PLUS 1 SCHOOL YEAR
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5> AS MAT.=SAME AS MATERNITY LEAVE; 98+=98 DAYS OR MORE; UNSPEC=NOT SPECIFIED
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EDUCATION RELATIONS COMMISSION
REPORT ON LEAVES <PAGE 3 OF 3>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	MISCELLANEOUS SHORT-TERM LEAVES								
		DISCRETIONARY	BOARD OR SCHOOL BUSINESS	COURSES OF STUDY	EMERGENCY PERSONAL	EXAMS FOR COURSES OF STUDY	GRADUATIONS CONVOCATIONS	MOVING	PUBLIC OFFICE DUTIES	WEATHER OR "ACT OF GOD"
ELEMENTARY										
	ATIKOKAN E	YES	YES	NO	YES	NO	NO	NO	NO	NO
	BRANT E	YES	NO	NO	YES	YES	YES	YES	YES	NO
	BRUCE E	NO	NO	NO	NO	YES	YES	NO	NO	NO
	CARLETON E	YES	YES	NO	YES	YES	NO	NO	NO	NO
	CENTRAL ALGOMA	NO	NO	NO	YES	NO	NO	NO	NO	NO
	CHAPLEAU E	YES	NO	NO	YES	NO	NO	NO	NO	NO
	C.IROQ.FALLS E	YES	NO	NO	YES	NO	NO	NO	NO	NO
	DRYDEN E	YES	YES	NO	YES	NO	NO	NO	NO	NO
	DUFFERIN E	YES	NO	NO	YES	YES	YES	NO	NO	YES
	DURHAM E	YES	YES	YES	YES	NO	YES	NO	YES	NO
	E.PARRY SOUND	YES	NO	NO	YES	YES	NO	NO	NO	YES
	EAST YORK E	YES	YES	YES	YES	YES	YES	YES	YES	NO
	ELGIN COUNTY E	YES	YES	NO	YES	YES	NO	NO	YES	YES
	ESPANOLA E	YES	NO	NO	YES	YES	NO	NO	NO	NO
	ESSEX COUNTY E	YES	YES	NO	YES	YES	NO	NO	NO	NO
	ETOBICOKE E	YES	YES	YES	YES	YES	YES	YES	YES	NO
	FT FR-RAINY R	YES	YES	NO	YES	YES	NO	NO	NO	NO
	FRONTENAC CTY	YES	NO	NO	YES	NO	NO	NO	NO	YES
	GERALDTON E	YES	YES	NO	YES	YES	YES	NO	NO	NO
	GREY CTY E	YES	NO	NO	YES	YES	NO	NO	NO	YES
	HALDIMAND E	YES	NO	NO	YES	YES	YES	NO	NO	NO
	HALIBURTON CTY	YES	NO	NO	YES	NO	NO	NO	NO	NO
	HALTON E	YES	YES	YES	YES	YES	YES	NO	NO	NO
	HAMILTON E	YES	NO	NO	YES	NO	NO	NO	NO	NO
	HASTINGS CTY E	YES	NO	NO	YES	YES	YES	YES	NO	NO
	HEARST E	NO	NO	NO	NO	NO	NO	NO	NO	NO
	HORNEPAYNE E	YES	YES	NO	YES	NO	NO	NO	NO	NO
	HURON CTY E	YES	NO	NO	YES	YES	NO	NO	NO	NO
	KAPUSKASING E	YES	NO	NO	YES	YES	NO	NO	NO	NO
	KENORA E	NO	NO	NO	NO	NO	NO	NO	NO	NO
	KENT CTY E	YES	NO	NO	YES	YES	NO	NO	NO	NO
	KIRKLAND LAKE	YES	NO	NO	YES	NO	NO	NO	NO	NO
	LAKEHEAD E	YES	YES	YES	YES	YES	NO	NO	YES	NO
	LAKE SUPERIOR	YES	NO	NO	YES	NO	NO	NO	NO	NO
	LAMBTON CTY E	YES	YES	YES	YES	YES	NO	NO	YES	YES
	LANARK CTY E	YES	NO	NO	YES	YES	NO	NO	NO	NO
	LEEDS,GREN E	YES	NO	NO	YES	YES	NO	NO	NO	YES
	LENNOX,ADD. E	YES	YES	NO	YES	YES	NO	NO	NO	NO
	LINCOLN CTY E	YES	NO	NO	YES	YES	NO	NO	NO	NO
	LONDON E	YES	NO	NO	YES	NO	NO	NO	NO	NO
	MANITOULIN E	YES	NO	NO	YES	NO	NO	NO	NO	NO
	MICHIPICOTEN E	YES	YES	NO	YES	YES	NO	NO	NO	NO
	MIDDLESEX CTY	YES	YES	NO	YES	YES	NO	NO	NO	YES
	MUSKOKA E	NO	NO	NO	NO	NO	NO	NO	NO	NO

DISCRETIONARY=LEAVE APPROVED BY PRINCIPAL, ADMINISTRATIVE OFFICIAL OR SCHOOL BOARD

EDUCATION RELATIONS COMMISSION
REPORT ON LEAVES (PAGE 3 OF 3)
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	MISCELLANEOUS SHORT-TERM LEAVES								
		DISCRETIONARY	BOARD OR SCHOOL BUSINESS	COURSES OF STUDY	EMERGENCY PERSONAL	EXAMS FOR COURSES OF STUDY	GRADUATIONS CONVOCATIONS	MOVING	PUBLIC OFFICE DUTIES	WEATHER OR "ACT OF GOD"
	NIAGARA SO.E	YES	NO	YES	YES	YES	YES	NO	NO	NO
	NIP-RED ROCK E	YES	NO	NO	YES	NO	NO	NO	NO	NO
	NIPISSING E	YES	NO	NO	YES	YES	YES	NO	NO	NO
	NORFOLK CTY E	YES	YES	NO	YES	YES	YES	NO	NO	NO
	NORTH SHORE E	YES	YES	NO	YES	YES	YES	NO	YES	NO
	NORTHUMBERLAND	YES	NO	NO	YES	YES	YES	NO	NO	NO
	NORTH YORK E	YES	YES	YES	YES	YES	YES	YES	YES	NO
	OTTAWA E	YES	NO	NO	YES	YES	YES	NO	NO	YES
	OXFORD CTY E	YES	NO	NO	YES	YES	YES	NO	NO	NO
	PEEL E	YES	NO	NO	YES	YES	YES	NO	NO	NO
	PERTH CTY E	YES	NO	NO	YES	NO	NO	NO	NO	NO
	PETERBOROUGH E	YES	YES	YES	YES	NO	NO	NO	NO	YES
	PRES.RUSSELL E	YES	NO	NO	YES	NO	NO	NO	NO	YES
	PRINCE EDWARD	YES	NO	NO	YES	NO	NO	NO	NO	NO
	RED LAKE E	YES	NO	NO	YES	YES	NO	NO	NO	NO
	RENFREW E	YES	NO	NO	YES	NO	NO	NO	NO	NO
	S.S.MARIE E	YES	YES	NO	YES	YES	YES	NO	NO	NO
	SCARBOROUGH E	YES	YES	YES	YES	YES	YES	YES	YES	NO
	SIMCOE CTY E	YES	YES	NO	YES	YES	YES	NO	YES	YES
	S.D.GLENGARRY	YES	NO	NO	YES	NO	NO	NO	NO	NO
	SUDBURY E	YES	YES	NO	YES	YES	YES	NO	NO	NO
	TIMISKAMING E	YES	NO	NO	YES	YES	YES	NO	NO	NO
	TIMMINS E	YES	NO	NO	YES	YES	NO	NO	YES	NO
	TORONTO E	YES	YES	YES	YES	YES	YES	YES	YES	NO
	WATERLOO CTY E	YES	NO	NO	YES	YES	YES	NO	YES	YES
	WELLINGTON CTY	YES	YES	YES	YES	YES	YES	YES	NO	YES
	WENTWORTH CTY	YES	YES	NO	YES	YES	NO	NO	NO	NO
	W.PARRY SOUND	YES	YES	NO	YES	YES	YES	NO	NO	NO
	WINDSOR E	YES	YES	NO	YES	YES	YES	NO	NO	NO
	YORK BOROUGH E	YES	YES	YES	YES	YES	YES	YES	YES	NO
	YORK REGION	YES	YES	NO	YES	YES	YES	YES	YES	NO

OF CASES 75

DISCRETIONARY=LEAVE APPROVED BY PRINCIPAL, ADMINISTRATIVE OFFICIAL OR SCHOOL BOARD

EDUCATION RELATIONS COMMISSION
REPORT ON LEAVES <PAGE 1 OF 3>
1981-1982 AGREEMENT YEAR

		SABBATICAL LEAVE								EXTENDED LEAVE OF ABSENCE		
		YEARS TEACHING SERVICE REQUIRED TO QUALIFY										
AGREEMENT TYPE	BOARD NAME	PROVISION	MINIMUM	MINIMUM WITH BOARD	BASIC SALARY<$>	SUBSEQUENT YEARS OF SERVICE REQUIRED1	METHOD OF DETERMINING NUMBER OF LEAVES2	IF METHOD IS $ OR # ITS VALUE	PROVISION	MINIMUM YEARS OF TEACHING SERVICE TO QUALIFY	FULL-TIME EQUIVALENT STAFF JANUARY 31
SECONDARY											
	ATIKOKAN S	YES	5	3	FLAT$ AMT	3	BD. DISCRET	0.0	YES	UNSPEC	29
	BRANT CTY S	YES	5	5	75	.SLIDE SC.	.# OF STAFF	3.0	YES	UNSPEC	398
	BRUCE CTY S	YES	5	3	75	3	BD. DISCRET	0.0	YES	UNSPEC	216
	CARLETON S	YES	7	7	75	2	.% OF STAFF	1.0	YES	UNSPEC	950
	CENTRAL ALGOMA	YES	6	5	50	3	.# OF STAFF	1.0	YES	UNSPEC	53
	CHAPLEAU S	YES	5	5	67	4	.# OF STAFF	1.0	NO	2	21
	IROQ.FALLS S	YES	7	5	75	3	.# OF STAFF	1.0	YES	UNSPEC	112
	DRYDEN S	YES	7	7	85	3	.# OF STAFF	5.0	YES	3	101
	DUFFERIN C S	YES	.UNSPEC	.UNSPEC	50	UNSPEC	FLAT $ FUND	0.0	YES	UNSPEC	156
	DURHAM S	YES	5	7	60	2	.# OF STAFF	5.0	YES	UNSPEC	1027
	E.PARRY SOUND	YES	5	5	55	3	.# OF STAFF	1.5	YES	UNSPEC	75
	EAST YORK S	YES	6	2	80	2 X LEAVE	BD. DISCRET	0.0	YES	UNSPEC	301
	ELGIN S	NO	0	0	0	0	0	0.0	YES	UNSPEC	278
	ESPANOLA S	YES	7	7	75	3	.# OF STAFF	1.0	YES	UNSPEC	69
	ESSEX CTY S	YES	8	5	50	3	.% OF STAFF	1.0	NO	0	553
	ETOBICOKE S	YES	6	5	80	2 X LEAVE	BD. DISCRET	0.0	YES	UNSPEC	1113
	FT FR-RAINY S	YES	5	5	70	3	FLAT $ FUND	0.0	YES	UNSPEC	85
	FRONTENAC CTY	YES	7	7	75	3	.% OF STAFF	1.0	YES	UNSPEC	456
	GERALDTON S	YES	7	7	66	3	.# OF STAFF	1.0	YES	UNSPEC	43
	GREY CTY S	YES	7	4	75	2	% OF BUDGET	1.0	YES	2	322
	HALDIMAND S	YES	5	5	70	3	.# OF STAFF	1.0	YES	UNSPEC	.NOT AVAIL
	HALIBURTON S	NO	0	0	0	0	0	0.0	YES	UNSPEC	38
	HALTON S	NO	0	0	0	0	0	0.0	YES	UNSPEC	1162
	HAMILTON S	YES	10	7	75	3	.% OF STAFF	.5	YES	UNSPEC	1018
	HASTINGS CTY S	YES	5	5	75	3	.% OF STAFF	1.0	YES	UNSPEC	470
	HEARST S	NO	0	0	0	0	0	0.0	NO	0	56
	HORNEPAYNE S	YES	7	7	67	3	.# OF STAFF	1.0	NO	0	9
	HURON CTY S	YES	5	5	100	3	FLAT $ FUND	0.0	YES	UNSPEC	246
	KAPUSKASING S	YES	7	7	75	3	.# OF STAFF	2.0	YES	UNSPEC	120
	KENORA S	YES	7	7	FLAT$ AMT	3	.# OF STAFF	1.0	NO	0	82
	KENT CTY S	YES	6	6	75	2 X LEAVE	FLAT $ FUND	0.0	YES	5	440
	KIRKLAND LAKE	YES	5	5	75	2	BD. DISCRET	0.0	NO	0	80
	LAKEHEAD S	YES	.UNSPEC	.UNSPEC	75	3	.# OF STAFF	3.0	YES	UNSPEC	552
	LAKE SUPERIOR	NO	0	0	0	0	0	0.0	YES	3	64
	LAMBTON CTY S	YES	5	5	75	3	.# OF STAFF	4.0	YES	UNSPEC	451
	LANARK CTY S	YES	5	5	75	3	.# OF STAFF	1.0	YES	3	205

1> 2 X LEAVE=TWICE LENGTH OF LEAVE; EQUAL LV.=EQUAL TO LENGTH OF LEAVE; SLIDE SC.=SLIDING SCALE
2> BD. DISCRET=SCHOOL BOARD DISCRETION
IF THERE IS NO LEAVE PROVISION, REMAINING COLUMNS CONTAIN A "0"

EDUCATION RELATIONS COMMISSION
REPORT ON LEAVES <PAGE 1 OF 3>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	SABBATICAL LEAVE: YEARS TEACHING SERVICE REQUIRED TO QUALIFY: PROVISION	MINIMUM	MINIMUM WITH BOARD	BASIC SALARY(%)	SUBSEQUENT YEARS OF SERVICE REQUIRED1	METHOD OF DETERMINING NUMBER OF LEAVES2	IF METHOD IS $ OR # ITS VALUE	EXTENDED LEAVE OF ABSENCE: PROVISION	MINIMUM YEARS OF TEACHING SERVICE TO QUALIFY	FULL-TIME EQUIVALENT STAFF JANUARY 31
	LEEDS,GREN S	YES	5	5	80	3	OTHER	0.0	YES	UNSPEC	366
	LENNOX,ADD.S	YES	.UNSPEC	.UNSPEC	UNSPEC	UNSPEC	FLAT $ FUND	0.0	YES	UNSPEC	170
	LINCOLN CTY S	YES	7	7	75	3	.% OF STAFF	1.0	YES	UNSPEC	698
	LONDON S	YES	10	10	100	2 X LEAVE	.# OF STAFF	3.0	NO	0	1040
	MANITOULIN S	YES	7	7	50	3	.# OF STAFF	1.0	YES	UNSPEC	46
	MICHIPICOTEN S	YES	7	5	75	3	.# OF STAFF	1.0	YES	UNSPEC	31
	MIDDLESEX CTY	YES	7	5	80	3	FLAT $ FUND	0.0	YES	UNSPEC	265
	MUSKOKA S	YES	7	5	70	3	.# OF STAFF	2.0	NO	0	153
	NIAGARA SOUTH	YES	7	5	75	2 X LEAVE	FLAT $ FUND	0.0	NO	0	784
	NIP-RED ROCK S	YES	6	6	UNSPEC	2	FLAT $ FUND	0.0	YES	2	30
	NIPISSING S	YES	7	4	75	3	FLAT $ FUND	0.0	YES	UNSPEC	400
	NORFOLK CTY S	YES	5	5	75	2	.# OF STAFF	4.0	YES	UNSPEC	234
	NORTH SHORE S	NO	0	0	0	0	0	0.0	NO	0	127
	NORTHUMBERLAND	YES	.UNSPEC	.UNSPEC	UNSPEC	UNSPEC	FLAT $ FUND	0.0	YES	UNSPEC	435
	NORTH YORK S	YES	6	5	80	2 X LEAVE	BD. DISCRET	0.0	YES	UNSPEC	2175
	OTTAWA S	YES	6	6	OTHER	2	FLAT $ FUND	0.0	YES	3	1485
	PEEL S	YES	5	5	90	2 X LEAVE	FLAT $ FUND	0.0	YES	UNSPEC	2067
	PERTH S	YES	5	5	75	1	FLAT $ FUND	0.0	NO	0	280
	PETERBOROUGH S	YES	5	5	50	2	.# OF STAFF	2.0	YES	UNSPEC	427
	PRES,RUSSELL S	YES	5	5	75	2	.# OF STAFF	1.0	YES	2	294
	PRINCE EDWARD	YES	7	7	70	2	.# OF STAFF	1.0	YES	UNSPEC	73
	RED LAKE S	YES	7	4	67	3	BD. DISCRET	0.0	YES	2	25
	RENFREW CTY S	YES	6	6	OTHER	2 X LEAVE	.% OF STAFF	1.0	YES	UNSPEC	398
	S.STE.MARIE S	YES	7	7	50	3	.% OF STAFF	.5	YES	UNSPEC	378
	SCARBOROUGH S	YES	6	2	80	2 X LEAVE	BD. DISCRET	0.0	YES	UNSPEC	2196
	SIMCOE CTY S	YES	5	5	70	2	.# OF STAFF	2.0	YES	UNSPEC	925
	S.D.GLENGARRY	YES	5	5	75	3	FLAT $ FUND	0.0	YES	3	502
	SUDBURY S	YES	7	7	67	3	.# OF STAFF	3.0	YES	UNSPEC	844
	TIMISKAMING S	YES	6	4	80	3	.# OF STAFF	1.0	NO	0	146
	TIMMINS S	YES	6	6	75	3	.# OF STAFF	3.0	NO	0	214
	TORONTO S	YES	6	2	80	2 X LEAVE	BD. DISCRET	0.0	YES	UNSPEC	2284
	WATERLOO CTY S	YES	6	2	75	2 X LEAVE	.# OF STAFF	9.9+	YES	UNSPEC	1105
	WELLINGTON S	YES	.UNSPEC	.UNSPEC	65	3	BD. DISCRET	0.0	NO	0	525
	WENTWORTH CTY	YES	7	7	75	2	.% OF STAFF	.5	YES	UNSPEC	399
	W.PARRY SOUND	YES	7	7	80	3	.# OF STAFF	1.0	NO	0	81
	WINDSOR S	YES	6	6	100	2	.# OF STAFF	4.0	NO	0	701
	YORK BOROUGH S	YES	6	2	80	2 X LEAVE	BD. DISCRET	0.0	YES	UNSPEC	490
	YORK REGION	NO	0	0	0	0	0	0.0	YES	UNSPEC	982

OF CASES 74

EDUCATION RELATIONS COMMISSION
REPORT ON LEAVES <PAGE 2 OF 3>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	MATERNITY LEAVE: PROVISION BEYOND EMPLOYMENT STANDARDS ACT	MATERNITY LEAVE: MAXIMUM3 PERIOD OF LEAVE	ADOPTION LEAVE: PROVISION	ADOPTION LEAVE: MAXIMUM NUMBER4 OF DAYS	PATERNITY LEAVE5: PROVISION	PATERNITY LEAVE5: MAXIMUM NUMBER OF DAYS	FEDERATION BUSINESS LEAVE: 1-5 DAYS	FEDERATION BUSINESS LEAVE: 6+ DAYS	NEGOTIATIONS LEAVE	COMPASSIONATE-BEREAVEMENT LEAVE6: DAYS PER OCCASION IMMEDIATE FAMILY	COMPASSIONATE-BEREAVEMENT LEAVE6: DAYS PER OCCASION EXTENDED FAMILY
SECONDARY												
	ATIKOKAN S	NO	17 WEEKS	NO	0	NO	0	NO	NO	NO	4	NO REFER
	BRANT CTY S	YES	OTHER	YES	AS MAT	YES	1	YES	YES	NO	3	1
	BRUCE CTY S	NO	17 WEEKS	NO	0	NO	0	NO	YES	YES	3	1
	CARLETON S	YES	2 YEARS	YES	AS MAT	YES	3	YES	YES	YES	5	3
	CENTRAL ALGOMA	YES	2 YEARS	YES	2	YES	2	NO	NO	NO	3	3
	CHAPLEAU S	NO	17 WEEKS	YES	2	YES	2	NO	NO	NO	5	NO REFER
	IRCC-FALLS S	YES	2 YEARS	YES	98+	YES	5	NO	NO	NO	5	UNSPEC
	DRYDEN S	YES	2 YEARS	YES	30	YES	1	NO	YES	NO	5	NO REFER
	DUFFERIN C S	YES	REM YR+1	YES	AS MAT	NO	0	YES	YES	NO	5	NO REFER
	DURHAM S	YES	2 YEARS	YES	UNSPEC	YES	98+	NO	YES	NO	3	1
	E.PARRY SOUND	YES	2 YEARS	YES	AS MAT	YES	5	NO	YES	NO	3	UNSPEC
	EAST YORK S	YES	OTHER	YES	98+	NO	0	YES	YES	YES	3	1
	ELGIN S	NO	17 WEEKS	YES	1	YES	1	NO	NO	NO	5	1
	ESPANOLA S	YES	REM YEAR	YES	AS MAT	NO	0	NO	NO	NO	3	1
	ESSEX CTY S	YES	2 YEARS	YES	30	YES	5	YES	YES	YES	3	1
	ETOBICOKE S	YES	OTHER	YES	98+	NO	0	YES	YES	YES	3	UNSPEC
	FT FR-RAINY S	YES	2 YEARS	YES	AS MAT	NO	0	NO	NO	NO	5	UNSPEC
	FRONTENAC CTY	YES	2 YEARS	YES	98+	YES	5	NO	YES	NO	NO REFER	NO REFER
	GERALDTON S	YES	2 YEARS	YES	AS MAT	YES	UNSPEC	YES	NO	NO	3	NO REFER
	GREY CTY S	YES	1 YEAR	YES	UNSPEC	NO	0	NO	YES	YES	5	3
	HALDIMAND S	YES	2 YEARS	YES	1	YES	1	NO	YES	NO	3	UNSPEC
	HALIBURTON S	YES	2 YEARS	YES	UNSPEC	NO	0	NO	NO	NO	3	NO REFER
	HALTON S	YES	REM YR+1	YES	30	NO	0	NO	YES	NO	3	1
	HAMILTON S	NO	17 WEEKS	YES	1	YES	1	NO	YES	NO	5	1
	HASTINGS CTY S	YES	2 YEARS	YES	UNSPEC	YES	UNSPEC	NO	NO	NO	3	3
	HEARST S	NO	17 WEEKS	YES	1	YES	1	NO	NO	NO	3	NO REFER
	HORNEPAYNE S	NO	17 WEEKS	NO	0	NO	0	NO	NO	NO	4	UNSPEC
	HURON CTY S	YES	OTHER	YES	AS MAT	NO	0	YES	YES	YES	3	1
	KAPUSKASING S	NO	17 WEEKS	YES	85	NO	0	NO	NO	NO	5	UNSPEC
	KENORA S	NO	17 WEEKS	NO	0	NO	0	NO	NO	NO	NO REFER	NO REFER
	KENT CTY S	YES	2 YEARS	YES	AS MAT	NO	0	YES	YES	YES	5	3
	KIRKLAND LAKE	YES	2 YEARS	YES	AS MAT	NO	0	YES	NO	YES	NO REFER	NO REFER
	LAKEHEAD S	NO	17 WEEKS	YES	30	NO	0	YES	NO	NO	5	1
	LAKE SUPERIOR	YES	2 YEARS	YES	UNSPEC	YES	3	NO	NO	NO	5	NO REFER
	LAMBTON CTY S	NO	17 WEEKS	NO	0	YES	1	YES	YES	YES	3	1
	LANARK CTY S	YES	1 YEAR	YES	AS MAT	YES	AS MAT	YES	YES	NO	5	3
	LEEDS,GREN S	YES	2 YEARS	YES	AS MAT	NO	0	YES	YES	NO	5	NO REFER
	LENNOX,ADD,S	YES	2 YEARS	YES	30	NO	0	NO	NO	NO	5	3
	LINCOLN CTY S	YES	2 YEARS	YES	AS MAT	NO	0	NO	YES	NO	4	2

3> REM YEAR=REMAINDER OF SCHOOL YEAR; 1 YEAR=1 SCHOOL YEAR; REM YR+1=REMAINDER OF SCHOOL YEAR PLUS 1 SCHOOL YEAR
4> AS MAT=SAME AS MATERNITY LEAVE
5> AS MAT.=SAME AS MATERNITY LEAVE; 98+=98 DAYS OR MORE; UNSPEC=NOT SPECIFIED
6> IMMEDIATE AND EXTENDED FAMILY AS DEFINED IN WRITTEN COLLECTIVE AGREEMENT; NO REFER=NO REFERENCE IN AGREEMENT

EDUCATION RELATIONS COMMISSION
REPORT ON LEAVES <PAGE 2 OF 3>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	MATERNITY LEAVE: PROVISION BEYOND EMPLOYMENT STANDARDS ACT	MATERNITY LEAVE: MAXIMUM3 PERIOD OF LEAVE	ADOPTION LEAVE: PROVISION	ADOPTION LEAVE: MAXIMUM NUMBER4 OF DAYS	PATERNITY LEAVE5: PROVISION	PATERNITY LEAVE5: MAXIMUM NUMBER OF DAYS	FEDERATION BUSINESS LEAVE: 1-5 DAYS	FEDERATION BUSINESS LEAVE: 6+ DAYS	NEGOTIATIONS LEAVE	COMPASSIONATE-BEREAVEMENT LEAVE6: DAYS PER OCCASION IMMEDIATE FAMILY	COMPASSIONATE-BEREAVEMENT LEAVE6: DAYS PER OCCASION EXTENDED FAMILY
	LONDON S	NO	17 WEEKS	NO	0	NO	0	NO	NO	NO	NO REFER	NO REFER
	MANITOULIN S	YES	1 YEAR	YES	AS MAT	NO	0	NO	NO	NO	5	NO REFER
	MICHIPICOTEN S	NO	17 WEEKS	YES	30	NO	0	NO	NO	NO	3	NO REFER
	MIDDLESEX CTY	NO	17 WEEKS	NO	0	NO	0	NO	YES	NO	3	1
	MUSKOKA S	NO	17 WEEKS	NO	0	NO	0	NO	NO	NO	NO REFER	NO REFER
	NIAGARA SOUTH	YES	2 YEARS	YES	1	NO	0	YES	YES	NO	3	1
	NIP-RED ROCK S	NO	17 WEEKS	NO	0	NO	0	YES	YES	NO	5	1
	NIPISSING S	YES	2 YEARS	YES	AS MAT	YES	1	NO	NO	YES	3	1
	NORFOLK CTY S	NO	17 WEEKS	YES	98+	YES	1	NO	YES	NO	3	NO REFER
	NORTH SHORE S	NO	17 WEEKS	NO	0	NO	0	YES	YES	NO	5	3
	NORTHUMBERLAND	YES	OTHER	YES	AS MAT	YES	1	NO	YES	NO	3	1
	NORTH YORK S	YES	OTHER	YES	98+	NO	0	YES	YES	YES	3	UNSPEC
	OTTAWA S	YES	REM YR+1	YES	AS MAT	YES	AS MAT	NO	YES	YES	4	1
	PEEL S	YES	2 YEARS	YES	AS MAT	NO	0	NO	YES	YES	3	1
	PERTH S	NO	17 WEEKS	YES	5	YES	5	NO	NO	NO	3	UNSPEC
	PETERBOROUGH S	YES	1 YEAR	YES	AS MAT	YES	2	NO	YES	NO	3	1
	PRES.RUSSELL S	YES	REM YR+1	YES	AS MAT	NO	0	YES	YES	NO	5	1
	PRINCE EDWARD	YES	2 YEARS	YES	3	YES	1	YES	NO	NO	3	NO REFER
	RED LAKE S	NO	17 WEEKS	YES	40	YES	1	NO	NO	NO	UNSPEC	UNSPEC
	RENFREW CTY S	YES	1 YEAR	YES	AS MAT	NO	0	NO	NO	YES	3	UNSPEC
	S.STE.MARIE S	NO	17 WEEKS	YES	UNSPEC	NO	0	YES	NO	NO	3	3
	SCARBOROUGH S	YES	OTHER	YES	98+	NO	0	YES	YES	YES	3	UNSPEC
	SIMCOE CTY S	YES	2 YEARS	YES	98+	NO	0	YES	YES	YES	UNSPEC	UNSPEC
	S.D.GLENGARRY	YES	OTHER	YES	AS MAT	NO	0	NO	NO	NO	3	1
	SUDBURY S	YES	2 YEARS	YES	AS MAT	NO	0	YES	YES	YES	5	1
	TIMISKAMING S	NO	17 WEEKS	YES	1	YES	1	YES	YES	NO	3	1
	TIMMINS S	YES	1 YEAR	YES	AS MAT	NO	0	NO	NO	NO	NO REFER	NO REFER
	TORONTO S	YES	OTHER	YES	AS MAT	NO	0	YES	YES	YES	3	UNSPEC
	WATERLOO CTY S	YES	OTHER	YES	AS MAT	YES	1	YES	NO	NO	5	3
	WELLINGTON S	YES	2 YEARS	YES	AS MAT	NO	0	NO	YES	YES	5	3
	WENTWORTH CTY	YES	2 YEARS	YES	AS MAT	YES	3	NO	YES	NO	3	NO REFER
	W.PARRY SOUND	NO	17 WEEKS	NO	0	YES	1	NO	NO	NO	3	NO REFER
	WINDSOR S	YES	OTHER	YES	AS MAT	YES	7	YES	YES	NO	3	1
	YORK BOROUGH S	YES	OTHER	YES	AS MAT	NO	0	YES	YES	YES	3	UNSPEC
	YORK REGION	YES	2 YEARS	YES	60	NO	0	NO	YES	YES	NO REFER	NO REFER

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3> REM YEAR=REMAINDER OF SCHOOL YEAR; 1 YEAR=1 SCHOOL YEAR; REM YR+1=REMAINDER OF SCHOOL YEAR PLUS 1 SCHOOL YEAR
4> AS MAT=SAME AS MATERNITY LEAVE
5> AS MAT.=SAME AS MATERNITY LEAVE; 98+=98 DAYS OR MORE; UNSPEC=NOT SPECIFIED
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EDUCATION RELATIONS COMMISSION
REPORT ON LEAVES <PAGE 3 OF 3>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	MISCELLANEOUS SHORT-TERM LEAVES								
		DISCRETIONARY	BOARD OR SCHOOL BUSINESS	COURSES OF STUDY	EMERGENCY PERSONAL	EXAMS FOR COURSES OF STUDY	GRADUATIONS CONVOCATIONS	MOVING	PUBLIC OFFICE DUTIES	WEATHER OR "ACT OF GOD"
SECONDARY										
	ATIKOKAN S	YES	NO	NO	YES	NO	NO	NO	NO	NO
	BRANT CTY S	YES	NO	NO	YES	YES	YES	YES	YES	YES
	BRUCE CTY S	YES	NO	NO	YES	YES	YES	NO	NO	NO
	CARLETON S	YES	YES	NO	YES	YES	NO	YES	NO	NO
	CENTRAL ALGOMA	YES	YES	NO	YES	YES	YES	NO	NO	NO
	CHAPLEAU S	YES	NO	NO	YES	YES	NO	NO	NO	NO
	IROQ.FALLS S	YES	NO	NO	YES	YES	YES	NO	NO	NO
	DRYDEN S	YES	NO	NO	YES	NO	NO	NO	NO	NO
	DUFFERIN C S	YES	NO	NO	YES	YES	YES	YES	NO	YES
	DURHAM S	YES	YES	YES	YES	YES	YES	NO	YES	NO
	E.PARRY SOUND	YES	NO	NO	YES	YES	YES	NO	NO	YES
	EAST YORK S	YES	YES	YES	YES	YES	YES	YES	YES	NO
	ELGIN S	YES	YES	NO	YES	YES	YES	NO	YES	YES
	ESPANOLA S	YES	YES	NO	YES	YES	YES	NO	NO	NO
	ESSEX CTY S	YES	NO	NO	YES	YES	YES	NO	NO	YES
	ETOBICOKE S	YES	YES	YES	YES	YES	YES	YES	YES	NO
	FT FR-RAINY S	YES	NO	NO	YES	NO	NO	NO	NO	NO
	FRONTENAC CTY	YES	NO	NO	YES	NO	NO	NO	NO	NO
	GERALDTON S	YES	YES	NO	YES	YES	NO	NO	NO	NO
	GREY CTY S	YES	NO	NO	YES	YES	NO	NO	NO	YES
	HALDIMAND S	YES	NO	NO	YES	YES	YES	NO	NO	NO
	HALIBURTON S	YES	NO	NO	YES	NO	NO	NO	NO	NO
	HALTON S	YES	YES	YES	YES	YES	YES	NO	NO	NO
	HAMILTON S	YES	NO	NO	YES	NO	NO	NO	NO	NO
	HASTINGS CTY S	YES	YES	NO	YES	YES	YES	YES	NO	NO
	HEARST S	NO	NO	NO	NO	NO	NO	NO	NO	NO
	HORNEPAYNE S	YES	YES	NO	YES	NO	NO	NO	NO	NO
	HURON CTY S	YES	NO	NO	YES	NO	NO	NO	NO	NO
	KAPUSKASING S	YES	NO	NO	YES	YES	NO	NO	NO	NO
	KENORA S	NO	NO	NO	NO	NO	NO	NO	NO	NO
	KENT CTY S	YES	NO	NO	YES	YES	YES	NO	NO	NO
	KIRKLAND LAKE	YES	NO	NO	YES	NO	NO	NO	NO	NO
	LAKEHEAD S	YES	YES	YES	YES	YES	YES	NO	YES	NO
	LAKE SUPERIOR	YES	NO	NO	YES	NO	NO	NO	NO	YES
	LAMBTON CTY S	YES	YES	YES	YES	YES	YES	NO	YES	YES
	LANARK CTY S	YES	NO	NO	YES	YES	YES	NO	NO	NO
	LEEDS,GREN S	YES	NO	NO	YES	YES	NO	NO	NO	YES
	LENNOX,ADD.S	YES	YES	NO	YES	YES	YES	NO	NO	NO
	LINCOLN CTY S	YES	NO	NO	YES	YES	NO	NO	NO	NO
	LONDON S	YES	NO	NO	YES	NO	NO	NO	NO	NO
	MANITOULIN S	YES	NO	NO	YES	NO	NO	NO	NO	NO
	MICHIPICOTEN S	YES	NO	NO	YES	NO	NO	NO	NO	NO
	MIDDLESEX CTY	YES	YES	NO	YES	YES	YES	NO	NO	YES
	MUSKOKA S	NO	NO	NO	NO	NO	NO	NO	NO	NO

DISCRETIONARY=LEAVE APPROVED BY PRINCIPAL, ADMINISTRATIVE OFFICIAL OR SCHOOL BOARD

EDUCATION RELATIONS COMMISSION
REPORT ON LEAVES <PAGE 3 OF 3>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	MISCELLANEOUS SHORT-TERM LEAVES								
		DISCRETIONARY	BOARD OR SCHOOL BUSINESS	COURSES OF STUDY	EMERGENCY PERSONAL	EXAMS FOR COURSES OF STUDY	GRADUATIONS CONVOCATIONS	MOVING	PUBLIC OFFICE DUTIES	WEATHER OR "ACT OF GOD"
	NIAGARA SOUTH	YES	NO	YES	YES	YES	YES	NO	NO	NO
	NIP-RED ROCK S	YES	YES	YES	YES	YES	NO	NO	NO	NO
	NIPISSING S	YES	NO	NO	YES	YES	YES	NO	NO	NO
	NORFOLK CTY S	YES	YES	NO	YES	YES	YES	NO	NO	NO
	NORTH SHORE S	YES	YES	NO	YES	YES	YES	NO	YES	NO
	NORTHUMBERLAND	YES	NO	NO	YES	YES	YES	NO	NO	NO
	NORTH YORK S	YES	YES	YES	YES	YES	YES	YES	YES	NO
	OTTAWA S	YES	YES	NO	YES	YES	NO	NO	NO	YES
	PEEL S	YES	YES	NO	YES	YES	YES	NO	NO	NO
	PERTH S	YES	NO	NO	YES	NO	NO	NO	NO	NO
	PETERBOROUGH S	YES	YES	NO	YES	NO	NO	NO	NO	NO
	PRES.RUSSELL S	YES	NO	NO	YES	YES	NO	NO	NO	NO
	PRINCE EDWARD	YES	YES	NO	YES	NO	NO	NO	NO	NO
	RED LAKE S	YES	NO	YES	YES	NO	NO	NO	NO	NO
	RENFREW CTY S	YES	NO	NO	YES	NO	NO	NO	NO	NO
	S.STE.MARIE S	YES	NO	NO	YES	YES	YES	YES	YES	NO
	SCARBOROUGH S	YES	YES	YES	YES	YES	YES	NO	YES	YES
	SIMCOE CTY S	YES	YES	NO	YES	YES	YES	NO	YES	YES
	S.D.GLENGARRY	YES	NO	NO	YES	NO	NC	NO	NO	NO
	SUDBURY S	YES	YES	NO	YES	YES	YES	NO	NO	NO
	TIMISKAMING S	YES	NO	NO	YES	YES	YES	NO	NO	NO
	TIMMINS S	NO	NO	NO	NO	NO	NO	NO	NO	NO
	TORONTO S	YES	YES	YES	YES	YES	YES	YES	YES	NO
	WATERLOO CTY S	YES	YES	NO	YES	YES	YES	NO	YES	YES
	WELLINGTON S	YES	YES	YES	YES	YES	YES	YES	NO	YES
	WENTWORTH CTY	YES	YES	NO	YES	YES	NO	NO	NO	NO
	W.PARRY SOUND	YES	YES	NO	YES	YES	YES	NO	NO	NO
	WINDSOR S	YES	YES	YES	YES	YES	YES	NO	YES	NO
	YORK BOROUGH S	YES	YES	YES	YES	YES	YES	YES	YES	NO
	YORK REGION	YES	YES	NO	YES	NO	NO	NO	NO	NO

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DISCRETIONARY=LEAVE APPROVED BY PRINCIPAL, ADMINISTRATIVE OFFICIAL OR SCHOOL BOARD

EDUCATION RELATIONS COMMISSION
REPORT ON LEAVES <PAGE 1 OF 3>
1981-1982 AGREEMENT YEAR

		SABBATICAL LEAVE							EXTENDED LEAVE OF ABSENCE		
		YEARS TEACHING SERVICE REQUIRED TO QUALIFY									
AGREEMENT TYPE	BOARD NAME	PROVISION	MINIMUM	MINIMUM WITH BOARD	BASIC SALARY<$>	SUBSEQUENT YEARS OF SERVICE REQUIRED1	METHOD OF DETERMINING NUMBER OF LEAVES2	IF METHOD IS % OR # ITS VALUE	PROVISION	MINIMUM YEARS OF TEACHING SERVICE TO QUALIFY	FULL-TIME EQUIVALENT STAFF JANUARY 31
RCSS											
	BRANT R	NO	0	0	0	0	0	0.0	NO	0	191
	BRUCE R	YES	5	3	75	3	BD. DISCRET	0.0	NO	0	178
	CARLETON R	YES	7	7	75	3	.# OF STAFF	1.0	YES	5	884
	C.IROQ.FALLS R	YES	7	7	75	2	BD. DISCRET	0.0	NO	0	90
	DRYDEN R	YES	5	5	FLAT$ AMT	3	BD. DISCRET	0.0	YES	UNSPEC	25
	DUFFERIN R	YES	7	7	80	3	BD. DISCRET	0.0	NO	0	1705
	DURHAM R	YES	5	5	80	4	.# OF STAFF	1.0	YES	UNSPEC	496
	ELGIN R	YES	7	7	75	3	.# OF STAFF	1.0	NO	0	75
	ESSEX CTY R	YES	5	5	75	2	.# OF STAFF	1.0	YES	UNSPEC	502
	FT.FRA-RAINY R	YES	5	5	50	.SLIDE SC.	.# OF STAFF	1.0	YES	1	32
	FRONTENAC C R	YES	7	7	75	3	BD. DISCRET	0.0	YES	UNSPEC	234
	GERALDTON R	NO	0	0	0	0	0	0.0	YES	2	46
	HALDIMAND R	NO	0	0	0	0	0	0.0	YES	UNSPEC	121
	HALTON R	YES	7	7	70	3	.# OF STAFF	1.0	YES	5	485
	HAMILTON R	YES	.UNSPEC	.UNSPEC	85	3	BD. DISCRET	0.0	YES	UNSPEC	1098
	HASTINGS R	YES	7	7	75	3	BD. DISCRET	0.0	YES	UNSPEC	210
	HEARST R	YES	.UNSPEC	.UNSPEC	UNSPEC	UNSPEC	BD. DISCRET	0.0	YES	3	73
	HURON-PERTH	YES	5	5	75	2	BD. DISCRET	0.0	YES	UNSPEC	134
	KAPUSKASING R	YES	7	7	75	3	BD. DISCRET	0.0	YES	UNSPEC	128
	KENORA R	YES	.UNSPEC	.UNSPEC	UNSPEC	UNSPEC	BD. DISCRET	0.0	YES	UNSPEC	54
	KENT CTY R	YES	10	10	75	3	BD. DISCRET	0.0	NO	0	276
	KIRKLAND LAKE	YES	5	5	75	3	.# OF STAFF	1.0	YES	UNSPEC	81
	LAKEHEAD R	YES	5	5	OTHER	3	.# OF STAFF	2.0	YES	UNSPEC	350
	LAMBTON R	NO	0	0	0	0	0	0.0	YES	UNSPEC	311
	LAN.LEEDS.GREN	YES	7	7	75	2	BD. DISCRET	0.0	YES	UNSPEC	156
	LINCLN R	YES	7	7	50	3	BD. DISCRET	0.0	YES	UNSPEC	370
	LONDON,MIDDLE	NO	0	0	0	0	0	0.0	NO	0	458
	METRO SEP R	YES	7	7	80	3	FLAT $ FUND	0.0	YES	UNSPEC	4851
	MICHIPICOTEN R	YES	6	6	75	3	.# OF STAFF	3.0	NO	0	37
	NIPISSING R	YES	7	7	75	3	.# OF STAFF	0.0	YES	5	401
	NORTH SHORE R	YES	7	7	75	2	.# OF STAFF	1.0	YES	UNSPEC	197
	NORTH OF SUP.R	NO	0	0	0	0	0	0.0	NO	0	71
	OTTAWA R	YES	7	5	75	2	.% OF STAFF	.3	YES	UNSPEC	805
	OXFORD R	YES	7	7	70	3	.# OF STAFF	1.0	NO	0	100
	PETERBOROUGH R	YES	7	7	50	3	BD. DISCRET	0.0	YES	UNSPEC	297
	PRES.RUSSELLR	YES	7	7	75	3	UNSPEC	0.0	YES	UNSPEC	358

1> 2 X LEAVE=TWICE LENGTH OF LEAVE; EQUAL LV.=EQUAL TO LENGTH OF LEAVE; SLIDE SC.=SLIDING SCALE
2> BD. DISCRET=SCHOOL BOARD DISCRETION
IF THERE IS NO LEAVE PROVISION, REMAINING COLUMNS CONTAIN A "0"

EDUCATION RELATIONS COMMISSION
REPORT ON LEAVES <PAGE 1 OF 3>
1981-1982 AGREEMENT YEAR

		SABBATICAL LEAVE									EXTENDED LEAVE OF ABSENCE		
		YEARS TEACHING SERVICE REQUIRED TO QUALIFY											
AGREEMENT TYPE	BOARD NAME	PROVISION	MINIMUM	MINIMUM WITH BOARD	BASIC SALARY<$>	SUBSEQUENT YEARS OF SERVICE REQUIRED1	METHOD OF DETERMINING NUMBER OF LEAVES2	IF METHOD IS $ OR # ITS VALUE	PROVISION	MINIMUM YEARS OF TEACHING SERVICE TO QUALIFY	FULL-TIME EQUIVALENT STAFF JANUARY 31
	RENFREW R	. YES	.UNSPEC	.UNSPEC	67	3	.# OF STAFF	1.0	. NO	0	258
	S.STE.MARIE R	. YES	7	5	50	3	.# OF STAFF	1.0	. YES	. UNSPEC	346
	SIMCOE R	. YES	7	7	100	2	BD. DISCRET	0.0	. YES	. UNSPEC	305
	S.D.GLENGARRY	. YES	5	5	50	5	.# OF STAFF	2.0	. YES	. UNSPEC	433
	SUDBURY R	. YES	7	7	70	3	BD. DISCRET	0.0	. YES	8 OR MORE	1041
	TIMISKAMING R	. YES	7	7	75	3	.# OF STAFF	1.0	. YES	. UNSPEC	109
	TIMMINS R	. YES	6	6	80	3	BD. DISCRET	0.0	. NO	0	270
	WATERLOO R	. YES	5	5	67	3	BD. DISCRET	0.0	. YES	. UNSPEC	756
	WELLAND R	. YES	7	7	50	3	BD. DISCRET	0.0	. NO	0	544
	WELLINGTON R	. YES	.UNSPEC	.UNSPEC	75	3	BD. DISCRET	0.0	. NO	0	262
	WINDSOR	. YES	7	7	75	2	BD. DISCRET	0.0	. YES	8 OR MORE	816
	YORK REGION	. YES	5	5	75	2 X LEAVE	.# OF STAFF	1.0	. YES	. UNSPEC	658

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1> 2 X LEAVE=TWICE LENGTH OF LEAVE; EQUAL LV.=EQUAL TO LENGTH OF LEAVE; SLIDE SC.=SLIDING SCALE
2> BD. DISCRET=SCHOOL BOARD DISCRETION
IF THERE IS NO LEAVE PROVISION, REMAINING COLUMNS CONTAIN A "0"

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AGREEMENT TYPE	BOARD NAME	MATERNITY LEAVE: PROVISION BEYOND EMPLOYMENT STANDARDS ACT	MATERNITY LEAVE: MAXIMUM3 PERIOD OF LEAVE	ADOPTION LEAVE: PROVISION	ADOPTION LEAVE: MAXIMUM NUMBER4 OF DAYS	PATERNITY LEAVES: PROVISION	PATERNITY LEAVES: MAXIMUM NUMBER OF DAYS	FEDERATION BUSINESS LEAVE: 1-5 DAYS	FEDERATION BUSINESS LEAVE: 6+ DAYS	NEGOTIATIONS LEAVE	COMPASSIONATE-BEREAVEMENT LEAVE6: DAYS PER OCCASION IMMEDIATE FAMILY	COMPASSIONATE-BEREAVEMENT LEAVE6: DAYS PER OCCASION EXTENDED FAMILY
RCSS												
	BRANT R	YES	2 YEARS	YES	AS MAT	NO	0	NO	NO	YES	NO REFER	NO REFER
	BRUCE R	NO	17 WEEKS	YES	UNSPEC	YES	UNSPEC	YES	NO	NO	3	NO REFER
	CARLETON R	YES	2 YEARS	YES	AS MAT	YES	2	YES	YES	NO	4	1
	C.IROQ.FALLS R	YES	2 YEARS	YES	AS MAT	YES	1	YES	NO	NO	5	1
	DRYDEN R	NO	17 WEEKS	YES	1	YES	1	NO	YES	NO	5	1
	DUFFERIN R	YES	1 YEAR	YES	AS MAT	NO	0	NO	YES	NO	NO REFER	NO REFER
	DURHAM R	YES	2 YEARS	YES	2	YES	1	YES	NO	NO	1	1
	ELGIN R	NO	17 WEEKS	NO	0	NO	0	YES	NO	NO	NO	NO
	ESSEX CTY R	YES	1 YEAR	YES	AS MAT	YES	AS MAT	YES	YES	YES	UNSPEC	NO REFER
	FT.FRA-RAINY R	NO	17 WEEKS	YES	3	YES	1	NO	NO	YES	5	1
	FRONTENAC C R	NO	17 WEEKS	YES	98+	YES	1	YES	YES	NO	5	2
	GERALDTON R	NO	17 WEEKS	YES	98+	YES	2	YES	NO	YES	5	3
	HALDIMAND R	YES	OTHER	YES	80	YES	1	YES	YES	NO	5	1
	HALTON R	YES	OTHER	YES	AS MAT	YES	1	YES	NO	NO	5	1
	HAMILTON R	YES	2 YEARS	YES	AS MAT	YES	3	NO	YES	YES	5	3
	HASTINGS R	YES	OTHER	YES	UNSPEC	YES	UNSPEC	NO	NO	NO	5	3
	HEARST R	YES	OTHER	YES	2	YES	1	NO	NO	NO	5	1
	HURON-PERTH	NO	17 WEEKS	YES	98+	NO	0	NO	NO	NO	5	1
	KAPUSKASING R	YES	2 YEARS	YES	1	YES	0	NO	NO	NO	5	1
	KENORA R	NO	17 WEEKS	NO	0	NO	0	YES	NO	NO	3	2
	KENT CTY R	YES	OTHER	YES	98+	YES	1	NO	NO	NO	5	UNSPEC
	KIRKLAND LAKE	YES	OTHER	YES	3	NO	0	YES	NO	YES	UNSPEC	UNSPEC
	LAKEHEAD R	YES	1 YEAR	YES	AS MAT	YES	1	YES	NO	NO	5	1
	LAMBTON R	YES	1 YEAR	YES	AS MAT	YES	1	YES	YES	NO	5	1
	LAN,LEEDS,GREN	YES	OTHER	YES	UNSPEC	YES	UNSPEC	NO	NO	NO	5	1
	LINCOLN R	YES	2 YEARS	YES	AS MAT	YES	1	YES	NO	NO	3	3
	LONDON,MIDDLE	YES	2 YEARS	YES	AS MAT	YES	1	NO	YES	NO	3	2
	METRO SEP R	YES	REM YR+1	YES	AS MAT	YES	1	YES	NO	YES	4	2
	MICHIPICOTEN R	YES	1 YEAR	YES	AS MAT	YES	98+	YES	YES	NO	3	NO REFER
	NIPISSING R	YES	OTHER	YES	AS MAT	NO	0	NO	NO	NO	5	2
	NORTH SHORE R	YES	REM YEAR	YES	UNSPEC	YES	2	YES	NC	NO	5	3
	NORTH OF SUP.R	YES	1 YEAR	YES	30	YES	1	NO	NO	NO	5	3
	OTTAWA R	YES	2 YEARS	YES	AS MAT	YES	1	YES	NO	NO	5	NO REFER
	OXFORD R	YES	REM YEAR	YES	AS MAT	YES	1	YES	YES	NO	5	NO REFER
	PETERBOROUGH R	NO	17 WEEKS	NO	0	NO	0	YES	YES	NO	5	1
	PRES.RUSSELLR	YES	2 YEARS	YES	AS MAT	NO	0	NO	NO	YES	5	1
	RENFREW R	YES	OTHER	YES	AS MAT	YES	1	YES	NO	NO	5	1
	S.STE.MARIE R	YES	REM YEAR	YES	AS MAT	YES	1	NO	NO	NO	5	1
	SIMCOE R	YES	2 YEARS	YES	UNSPEC	YES	2	NO	NO	NO	5	1
												3

3> REM YEAR=REMAINDER OF SCHOOL YEAR; 1 YEAR=1 SCHOOL YEAR; REM YR+1=REMAINDER OF SCHOOL YEAR PLUS 1 SCHOOL YEAR
4> AS MAT=SAME AS MATERNITY LEAVE
5> AS MAT.=SAME AS MATERNITY LEAVE; 98+=98 DAYS OR MORE; UNSPEC=NOT SPECIFIED
6> IMMEDIATE AND EXTENDED FAMILY AS DEFINED IN WRITTEN COLLECTIVE AGREEMENT; NO REFER=NO REFERENCE IN AGREEMENT

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AGREEMENT TYPE	BOARD NAME	MATERNITY LEAVE: PROVISION BEYOND EMPLOYMENT STANDARDS ACT	MATERNITY LEAVE: MAXIMUM PERIOD OF LEAVE	ADOPTION LEAVE: PROVISION	ADOPTION LEAVE: MAXIMUM NUMBER OF DAYS	PATERNITY LEAVE: PROVISION	PATERNITY LEAVE: MAXIMUM NUMBER OF DAYS	FEDERATION BUSINESS LEAVE: 1-5 DAYS	FEDERATION BUSINESS LEAVE: 6+ DAYS	NEGOTIATIONS LEAVE	COMPASSIONATE-BEREAVEMENT LEAVE: DAYS PER OCCASION IMMEDIATE FAMILY	COMPASSIONATE-BEREAVEMENT LEAVE: DAYS PER OCCASION EXTENDED FAMILY
	S.D.GLENGARRY	YES	2 YEARS	YES	AS MAT	YES	2	YES	YES	NO	5	2
	SUDBURY R	NO	17 WEEKS	YES	98+	NO	0	YES	YES	NO	5	1
	TIMISKAMING R	YES	OTHER	YES	UNSPEC	YES	2	NO	NO	NO	5	3
	TIMMINS R	YES	REM YR+1	YES	AS MAT	YES	2	YES	NO	NO	5	1
	WATERLOO R	NO	17 WEEKS	YES	AS MAT	YES	1	NO	YES	NO	5	3
	WELLAND R	YES	2 YEARS	YES	1	YES	1	YES	YES	NO	NO	NO
	WELLINGTON R	NO	17 WEEKS	NO	0	YES	1	YES	NO	NO	5	2
	WINDSOR	YES	OTHER	NO	0	YES	2	YES	NO	NO	UNSPEC	NO REFER
	YORK REGION	YES	REM YR+1	YES	2	YES	2	YES	NO	NO	5	1

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3> REM YEAR=REMAINDER OF SCHOOL YEAR; 1 YEAR=1 SCHOOL YEAR; REM YR+1=REMAINDER OF SCHOOL YEAR PLUS 1 SCHOOL YEAR
4> AS MAT=SAME AS MATERNITY LEAVE
5> AS MAT.=SAME AS MATERNITY LEAVE; 98+=98 DAYS OR MORE; UNSPEC=NOT SPECIFIED
6> IMMEDIATE AND EXTENDED FAMILY AS DEFINED IN WRITTEN COLLECTIVE AGREEMENT; NO REFER=NO REFERENCE IN AGREEMENT

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REPORT ON LEAVES (PAGE 3 OF 3)
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MISCELLANEOUS SHORT-TERM LEAVES

AGREEMENT TYPE	BOARD NAME	DISCRETIONARY	BOARD OR SCHOOL BUSINESS	COURSES OF STUDY	EMERGENCY PERSONAL	EXAMS FOR COURSES OF STUDY	GRADUATIONS CONVOCATIONS	MOVING	PUBLIC OFFICE DUTIES	WEATHER OR "ACT OF GOD"
RCSS										
	BRANT R	NO	NO	NO	NO	NO	NO	NO	NO	NO
	BRUCE R	YES	NO	NO	YES	YES	NO	NO	NO	NO
	CARLETON R	YES	YES	NO	YES	YES	NO	NO	NO	NO
	C.IROQ.FALLS R	YES	YES	NO	YES	YES	NO	NO	NO	NO
	DRYDEN R	YES	NO	NO	YES	NO	NO	NO	NO	NO
	DUFFERIN R	YES	NO	NO	YES	NO	NO	NO	NO	NO
	DURHAM R	YES	NO	NO	YES	YES	YES	NO	NO	NO
	ELGIN R	YES	NO	NO	YES	YES	YES	NO	NO	NO
	ESSEX CTY R	YES	YES	NO	YES	YES	NO	NO	YES	YES
	FT.FRA-RAINY R	NO	NO	NO	NO	NO	NO	NO	NO	NO
	FRONTENAC C R	YES	NO	NO	YES	YES	YES	NO	NO	NO
	GERALDTON R	YES	YES	NO	YES	YES	NO	NO	NO	NO
	HALDIMAND R	YES	YES	NO	YES	YES	NO	NO	NO	NO
	HALTON R	YES	YES	NO	YES	YES	NO	NO	YES	NO
	HAMILTON R	YES	NO	NO	YES	YES	NO	NO	YES	NO
	HASTINGS R	YES	NO	NO	YES	NO	NO	NO	NO	NO
	HEARST R	YES	NO	NO	YES	NO	NO	NO	NO	NO
	HURON-PERTH	YES	NO	NO	YES	YES	YES	YES	NO	NO
	KAPUSKASING R	YES	YES	NO	YES	YES	YES	NO	NO	NO
	KENORA R	YES	NO	NO	YES	NO	NO	NO	NO	NO
	KENT CTY R	YES	NO	NO	YES	YES	YES	NO	NO	YES
	KIRKLAND LAKE	YES	NO	NO	YES	YES	NO	NO	NO	NO
	LAKEHEAD R	YES	YES	NO	YES	YES	NO	NO	NO	NO
	LAMBTON R	YES	YES	YES	YES	YES	YES	NO	NO	YES
	LAN,LEEDS,GREN	YES	YES	NO	NO	YES	NO	NO	NO	NO
	LINCOLN R	YES	YES	NO	YES	YES	YES	NO	YES	YES
	LONDON,MIDDLE	YES	YES	NO	YES	YES	YES	YES	YES	NO
	METRO SEP R	YES	YES	NO	YES	YES	YES	NO	NO	NO
	MICHIPICOTEN R	YES	YES	NO	YES	YES	NO	NO	YES	YES
	NIPISSING R	YES	YES	NO	YES	NO	NO	NO	NO	NO
	NORTH SHORE R	YES	NO	NO	YES	YES	NO	NO	YES	YES
	NORTH OF SUP.R	YES	NO	NO	YES	YES	NO	YES	NO	NO
	OTTAWA R	YES	YES	NO	YES	YES	NO	NO	YES	YES
	OXFORD R	YES	YES	NO	YES	YES	YES	NO	NO	NO
	PETERBOROUGH R	YES	NO	NO	YES	YES	NO	NO	NO	NO
	PRES.RUSSELLR	YES	YES	NO	YES	NO	NO	NO	NO	NO
	RENFREW R	YES	NO	NO	YES	YES	NO	NO	NO	NO
	S.STE.MARIE R	YES	NO	NO	YES	YES	NO	NO	NO	NO
	SIMCOE R	YES	NO	NO	YES	YES	YES	NO	NO	NO
	S.D.GLENGARRY	YES	YES	NO	YES	YES	YES	NO	NO	NO
	SUDBURY R	YES	YES	NO	YES	YES	YES	NO	NO	NO
	TIMISKAMING R	YES	NO	NO	YES	YES	NO	NO	YES	NO
	TIMMINS R	YES	YES	NO	YES	YES	NO	NO	NO	NO
	WATERLOO R	YES	YES	NO	YES	YES	YES	NO	YES	NO

DISCRETIONARY=LEAVE APPROVED BY PRINCIPAL, ADMINISTRATIVE OFFICIAL OR SCHOOL BOARD

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MISCELLANEOUS SHORT-TERM LEAVES

AGREEMENT TYPE	BOARD NAME	DISCRETIONARY	BOARD OR SCHOOL BUSINESS	COURSES OF STUDY	EMERGENCY PERSONAL	EXAMS FOR COURSES OF STUDY	GRADUATIONS CONVOCATIONS	MOVING	PUBLIC OFFICE DUTIES	WEATHER OR "ACT OF GOD"
	WELLAND R	YES	YES	NO	YES	YES	YES	NO	NO	YES
	WELLINGTON R	YES	YES	NO	NO	YES	NO	NO	NO	NO
	WINDSOR	YES	YES	NO	YES	YES	YES	NO	NO	NO
	YORK REGION	YES	YES	NO	YES	YES	YES	YES	YES	YES

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DISCRETIONARY=LEAVE APPROVED BY PRINCIPAL, ADMINISTRATIVE OFFICIAL OR SCHOOL BOARD

APPENDIX A

MATERNITY LEAVE

The Employment Standards Act, 1974, Part XI
Pregnancy Leave

35. No employer shall terminate the employment of or lay off an employee who is entitlted to a leave of absence under section 36, but the employer may require the employee to commence a leave of absence pursuant to section 36 at such time as the duties of her position cannot reasonably be performed by a pregnant woman or the performance of her work is materially affected by the pregnancy. 1972, c. 120, s. 1, part, amended.

When leave to be taken

36. (1) An employee who is pregnant and who has been employed by her employer for a period of at least twelve months and eleven weeks immediately preceding the estimated day of her delivery, whether such employment commenced before or after the coming into force of this Act, shall be entitled upon her application therefore to a leave of absence of at least seventeen weeks from her employment or such shorter leave of absence as the employee may request commencing during the period of eleven weeks immediately preceding the estimated day of her delivery.

Leave after delivery

(2) Notwithstanding subsection 1 and subject to subsection 5, where the actual date of her delivery is later than the estimated day of her delivery, the leave of absence shall not end before the expiration of six weeks following the actual date of her delivery.

Notice

(3) The employee shall give her employer two weeks notice in writing of the day upon which she intends to commence her leave of absence and furnish her employer with the certificate of a legally qualified medical practitioner stating that she is pregnant and giving the estimated day upon which delivery will occur in his opinion.

Leave may be shortened

(4) Subject to subsection 5, an employee may, with the consent of her employer, shorten the duration of the leave of absence requested under subsection 1.

Furnishing of certificate

(5) An employee may shorten the duration of the six week period mentioned in subsection 2 upon giving her employer one week's notice of her intention so to do and furnishing her employer with the certificate of a legally qualified medial practioner, stating that she is able to resume her work. 1972, c. 120, s. 1, part, amended.

Leave where employee ceases work

37. An employee who does not apply for leave of absence under section 36, and who is otherwise entitled to pregnancy leave thereunder, shall be entitled to and shall be granted leave of absence in accordance with section 36 upon providing her employer before the expiry of two weeks after she ceased to work with a certificate of a legally qualified medical practitioner stating that she was not able to perform the duties of her employment because of a medical condition arising from her pregnancy, and giving the estimated day upon which, in his opinion, delivery will occur or the actual date of her delivery. New.

Reinstatement and preservation of seniority

38. (1) An employee who intends to resume her employment on the expiration of a leave of absence granted to her under this Part shall so advise her employer and on her return to work her employer shall reinstate the employee to her position or provide her with alternative work of a comparable nature at not less than her wages at the time her leave of absence began and without loss of seniority or benefits accrued to the commencement of her leave of absence. 1972, c. 120, s. 1, part, amended.

Idem

(2) Where the employer has suspended or discontinued operations during the leave of absence and has not resumed operations upon the expiry thereof, the employer shall, upon resumption of operations, reinstate the employee to her employ-

ment or to alternate work in accordance with an established seniority system or practice of the employer in existence at the time her leave of absence began with no loss of seniority or benefits accrued to the commencement of her leave of absence, and in the absence of such a system or practice shall reinstate the employee in accordance with subsection 1. New.

Employment standards officer may make order

39. Where an employer fails to comply with the provisions of this Part, an employment standards officer may order what action, if any, the employer shall take or what he shall refrain from doing in order to constitute compliance with this Part and may order what compensation shall be paid by the employer to the Director in trust for the employee. New.